

***Benefit Coverage***

Upon request, qualified financially interdependent partners and their dependent children will be provided the same benefits as those provided to married spouses and their dependent children, except where expressly prohibited by law. All University of Alaska Policies and Regulations and benefit plan documents that affect employees, spouses and their families also apply

## **Qualifying Criteria**

To be recognized as a financially interdependent partner of a University of Alaska employee and qualified to receive benefit coverage by the University, both individuals must meet all of the following criteria:

- They have been in an exclusive personal relationship with each other for at least the last twelve consecutive months and intend to continue the relationship indefinitely; and,
- They have resided together at the same primary residence for at least the last twelve consecutive months and intend to reside together indefinitely; and,
- They consider themselves to be members of each other's immediate family; and,
- They are not related to a degree of closeness such that Alaska law would preclude them from being married to each other; and,
- Neither of them is married or a member of another University qualified financially interdependent relationship; and,
- They are each at least 18 years old and are each competent to enter into a contract; and,
- They are each responsible for the common welfare of the other; and,
- They share financial obligations including responsibility for each other's health care costs.

In addition, they meet at least five of the following criteria:

- joint purchase or lease of real property;
- joint ownership of a motor vehicle;
- joint bank account or joint credit account;
- the partner is named as beneficiary for life insurance provided through the University of Alaska;
- the partner is named as primary beneficiary for the TRS, PERS, or ORP and the University's Pension Plan in the event of the employee's death;
- the partner is named as primary beneficiary in the employee's will and/or the employee is named as the primary beneficiary in the partner's will;
- pursuant to a valid written power of attorney, the partner has authority to deal with property owned by the employee;
- the employee has given written authority to the partner to make decisions concerning the employee's health and well being in the event of the employee's inability to do so.

The employee and/or partner may be required to provide evidence of financial interdependency. This could include copies of contracts, bank account statements, joint property agreements or other documents as determined by the University.