

From: HR/B Communications [mailto:HRBCommunications-l@ucop.edu]
Sent: Friday, July 11, 2008 3:21 PM
To: HRBCOMMUNICATIONS-L@LISTSERV.UCOP.EDU
Subject: Same-Sex Marriage: Enrollment Forms

To: Benefits Managers, Benefits Representatives, Customer Service Representatives, and Health Care Facilitators

From: Lily Pang, Director, UCOP Health and Welfare Administration

If you have any questions, please do not respond to this email. Please direct all questions to Lily Pang (lily.pang@ucop.edu or 510-987-0166).

This is a follow-up to my July 1, 2008 broadcast email regarding the May 15, 2008 California Supreme Court decision to overturn the law prohibiting same-sex marriages in California. As a result, a same-sex couple may now marry in California and be legally recognized as spouses in the state. The University will also recognize these marriages and same sex legal spouses will be eligible for health and welfare benefits at UC.

The enrollment forms UPAY 850 (for employees) and UBEN 100 (for retirees) have been updated and posted to the At Your Service website. We have created separate check-off boxes to differentiate between same-sex spouse and domestic partner. Because of the imputed income issues, they will both be assigned the relationship code (D). At this time, the standard text used in the cover sheet (terms and conditions, HIPAA portability and COBRA section) has not been changed, pending internal review.

The AYSO application for new hires is being changed now.

Information on UC benefits and the May 15, 2008 California Supreme Court decision to overturn the law prohibiting same-sex marriages in California is also posted on atyourservice.ucop.edu with a link to imputed income information. Because so many publications and materials need to be revised, please be patient as they are reviewed and updated.

Additional information and guidance will be issued if the November 2008 election overturns the same-sex marriage law in California.