

## Post-Retirement Health Benefits Extended to Same-Sex Domestic Partners

Good news for TAUP bargaining unit members who would like to include their same-sex domestic partners in their post-retirement health coverage. As the resolution of a grievance filed by a TAUP member, TAUP has worked out an agreement with Temple administration to do so.

The TAUP bargaining unit member's partner will be eligible to elect coverage under the retiree medical plan and to pay premiums on a monthly basis for such coverage, given these conditions:

1. The employee's same-sex domestic partner has been certified by the University as called for in [Article 22, Section U\(1\)](#);
2. The partner is covered under the employee's health plan at the time of the employee's retirement; and
3. The TAUP bargaining unit member is covered under the active post-retirement plan ([see Article 22, Section D](#)) at the time of his/her retirement.

The cost of coverage for the partner will be 60% of the prevailing medical and prescription rate. The remaining 40% of premium will be paid by Temple and will be taxable to the TAUP retiree; the university will issue the appropriate tax documentation to the retiree. Prefunding of the benefit for the domestic partner will not be an option. If payment is not made on a timely basis each month during the TAUP member's retirement, the partner's coverage will be terminated and cannot be reinstated under Temple's retiree medical plan. Both the employee and the partner will be covered under the same plan as other eligible retirees.

As you may be aware, the federal tax code limits the university's ability to allow retirees to prefund retiree medical coverage for their domestic partners. However, Temple administration agreed to meet the spirit of the collective bargaining agreement regarding benefits for certified domestic partners; that is, they offer TAUP retirees the opportunity to elect to pay for same-sex domestic partner retiree medical benefits on a "pay-as-you-go" basis beginning at retirement.

If you have any questions or comments, please feel free to call (-7641 or 215-763-2287) or email TAUP ([taupaft@aol.com](mailto:taupaft@aol.com)).

--

TAUP

Temple Association of University Professionals

1900 N 13th Street

Barton Hall Room A231

Philadelphia, PA 19122-6013

Phone: 215.763.2287 or 215.204.7641

Fax: 215.204.7645

email: [taupaft@aol.com](mailto:taupaft@aol.com)

web site: [www.taup.org](http://www.taup.org)

This message is from Temple Association of University Professionals (TAUP). If you received this communication in error, please reply to the sender that you have received the message in error and delete the message or notify us immediately at (215) 763-2287