

## **Participation in the School Employees' Health Benefits Program of the State of New Jersey for Domestic Partnership Coverage**

*(in accordance with Chapter 246, P.L. 2003.)*

### BE IT RESOLVED:

1. As a participating employer in the School Employee's Health Benefits Program, the County College of Morris ("the College") continues to elects to participate in the Domestic Partnership coverage provided by the New Jersey State Health Benefits Act of the State of New Jersey (NJSA 52:14-17.25 et seq.) and to authorize coverage for all the active and retired employees and their domestic partners thereunder in accordance with the applicable statutes and regulations.
2. As a participating employer the College will remit to the State Treasury employer and employee contributions to premiums on account of active employees, their domestic partners, and other dependent coverage and periodic charges in accordance with the requirements of the statute and the rules and regulations duly promulgated thereunder. The employer contributions to premiums shall be computed after reduction for employee contributions to premiums as required by statute, the applicable collective negotiations agreement, or College policies applicable to non-bargaining unit employees.
3. As a participating employer, the College will be responsible for the reporting of active and retired employees' imputed income associated with coverage of domestic partners and will pay all employer federal taxes due on that imputed income.
4. The domestic partnerships must meet the requirements of the Domestic Partnership Act and a *Certificate of Domestic Partnership*, obtained from the State of New Jersey through application to the employee's Local Registrar (or a valid certification from another jurisdiction that recognizes same-sex domestic partners, civil unions, or similar same-sex relationships), must be made available upon request of the employer and/or the State Health Benefits Program.
5. The Vice President of Human Resources and Labor Relations or designee shall act as Certifying Officer in the administration of this program.

#### CIVIL UNIONS AND CHANGES TO THE DOMESTIC PARTNERSHIP ACT

Please Note: Chapter 103, P.L. 2006, established civil unions under New Jersey law and changed certain provisions of the Domestic Partnership Act. After February 19, 2007, same-sex couples are permitted to establish a civil union, but may no longer enter into a domestic partnership in New Jersey.

New Jersey continues to recognize same-sex domestic partnerships established in New Jersey prior to February 19, 2007, and in jurisdictions other than New Jersey *both prior to and after* February 19, 2007. An updated list of recognized jurisdictions is available on the Division of Pensions and Benefits web site at: [www.state.nj.us/treasury/pensions](http://www.state.nj.us/treasury/pensions).