



Affidavit of Domestic Partnership and Financial Interdependence

By signing this affidavit, we hereby certify that the persons named below meet all of the eligibility requirements to be treated as “Domestic Partners” under the Union College Domestic Partner policy.

We understand that:

We may periodically be asked to provide evidence that the eligibility requirements continue to be met. Unless the employee’s domestic partner is a tax-qualified dependent, Union College’s cost of providing these benefits is considered taxable income to the employee.

The undersigned hereby certify and declare as follows:

We are both eighteen (18) years of age or older, and legally competent to contract. We are not related by blood in a manner that would bar marriage under the laws of the State of New York.

We have an exclusive, committed personal relationship similar to that of marriage and intend to continue as domestic partners indefinitely. We are not in a domestic partnership solely for the purpose of obtaining benefits. Neither of us has been registered as a member of another domestic partnership or been part of a civil union or marriage within the last twelve (12) months. We currently reside together, have done so continuously for at least the last six (6) months, and intend to do so indefinitely.

In addition, we meet at least three of the following criteria to demonstrate financial and personal interdependence and have attached proof of those criteria checked below:

- Designation of the domestic partner as at least 25% beneficiary under the employee’s Union College life insurance policy
- Designation of the domestic partner as at least 25% beneficiary under the employee’s Union College retirement account
- Mutual grant of durable power of attorney
- Mutual grant of authority to make health care decisions (e.g., health care power of attorney)
- Execution of a will naming the domestic partner as the employee’s beneficiary, or as the beneficiary of a trust established by the employee, or as an executor of the employee’s will
- Shared residence for at least three years
- Joint major credit card account, or domestic partner is authorized user of employee’s major credit card
- Joint ownership of residence
- Joint legal guardianship of a child
- Registered as domestic partners in the Albany city registry, or as domestic partners or a civil union in another state or local government registry.

Each of us further agrees to notify Union College’s Office of Human Resources immediately (and in no event more than 30 days) of any change to our domestic partnership status. If a change results in a termination of the domestic partnership status, a Statement of Termination of Domestic Partnership must be completed and filed with Human Resources.

Falsely certifying eligibility or failing to inform Union College if we cease to meet eligibility requirements in any respect will result in loss of insurance and benefit coverage for the domestic partner. To the extent permitted by applicable law, the loss of coverage will be retroactive to the time at which eligibility requirements were not met, and Union College reserves the right to take any actions necessary to recover sums for benefits to which a person was not entitled and/or premiums the College paid under the erroneous assumption that the eligibility requirements were satisfied.

We understand that false statements may result in disciplinary action by Union College against the employee, up to and including termination of employment.

Print Name (Employee)

Print Name (Domestic Partner)

Signature

Signature

Sworn to me on this _____ day of _____, 20____.

Notary Public