
California domestic partner rules

Posted by cn/ecf - 2010/06/29 23:46

It is my understanding that you need to legally provide medical insurance coverage for registered domestic partners if you offer the same it to heterosexual spouses? Is this for all employers in CA or are self-funded insurance plans excluded? I am trying to get us coverage for employees partners, but the policy is being negotiated in one of our offices in a state where domestic partners are not legally covered.

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Re:California domestic partner rules

Posted by Samantha - 2010/07/01 23:42

Private employers are not required to offer health insurance to any employees, including domestic partners. Employers that choose to offer health benefits must follow federal law and state law, when applicable.

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Re:California domestic partner rules

Posted by Jackie - 2010/07/07 23:18

California law would control if that is where the employee works. Under California law, effective January 1, 2002, several taxpayer benefits were extended to a taxpayer's domestic partner and the domestic partner's dependent(s) for medical expenses and health insurance benefits that occur on or after January 1, 2002. The benefits provided by Revenue and Taxation Code section 17021.7 include:

1. An exclusion from gross income for employer-provided accident and health insurance.
 2. An exclusion from gross income for medical expense reimbursement if the expense was not previously deducted.
 3. Medical expenses deductible as an itemized deduction.
 4. Long-term health care insurance deductible as a medical expense.
 5. A deduction by self-employed individuals for health insurance costs. The deduction may not exceed the net earnings from the trade or business in which the insurance plan is established.
 6. Federal tax law does not allow the same benefits for domestic partners. These deductions are taken as an adjustment on the Schedule CA(540) or Schedule CA(540NR).
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Re:California domestic partner rules

Posted by et non - 2010/07/19 22:31

Just move to Argentina is you want same sex benefits. Argentina is now the first country in Latin America to afford the same rights and recognition to any human that wishes to marry.

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Re:California domestic partner rules

Posted by Gold Medal - 2010/07/21 23:09

Private employers are not required to offer health insurance to any employees, including domestic partners. Employers that choose to offer health benefits must follow federal law and state law, when applicable. In 2005, the California Insurance Equality Act required companies with a group policy that provides benefits to spouses must provide the same benefits to domestic partners. (Companies with self-insured benefits are exempt from state law.) This made California the first state to require equal insurance coverage for domestic partners. Now, over a dozen states have promulgated laws that mandate benefits for domestic partners, if the same is offered for heterosexual partners.

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Re:California domestic partner rules

Posted by lyly10388 - 2010/11/08 10:42

Gold Medal wrote:

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Thanks you for the post.

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