

# Domestic Partner Coverage in 2022

Quick Survey Results  
March 2022



# Overview



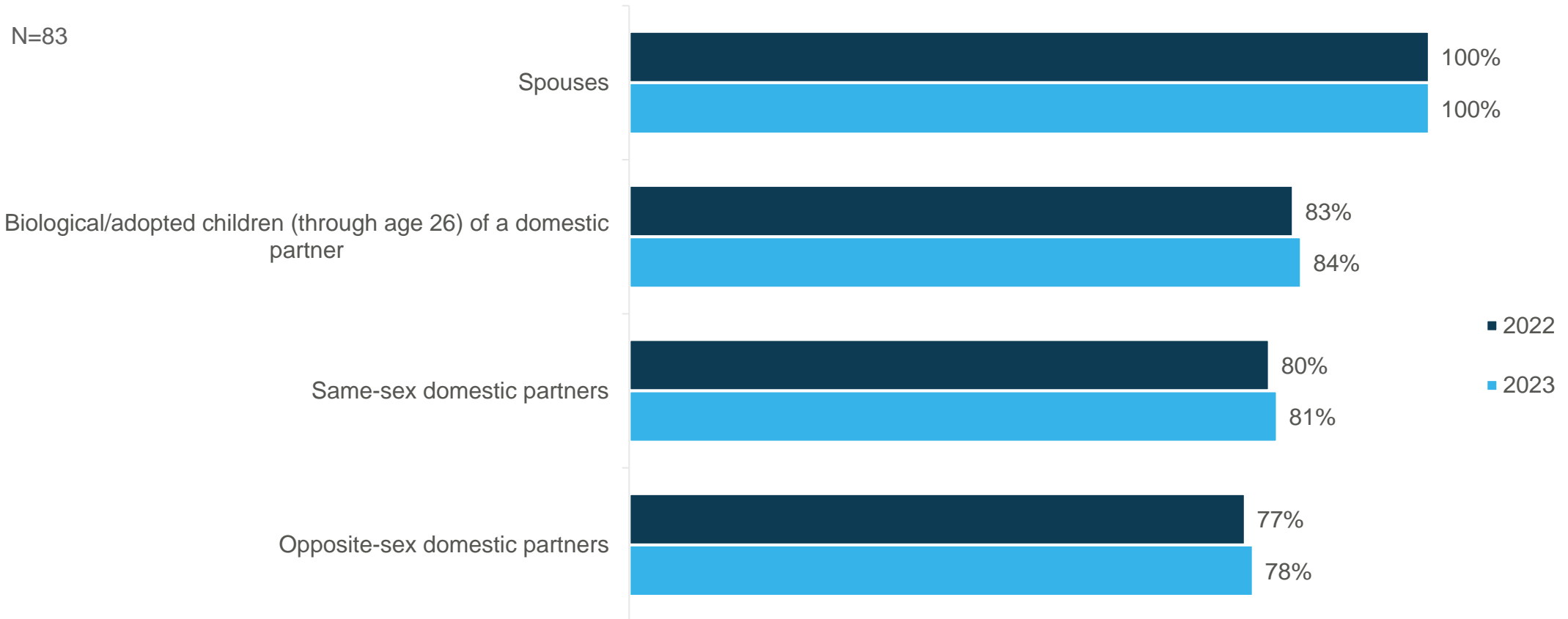
Eighty-three employers responded to this survey, conducted between February 23 and March 9, 2022. This survey examines domestic partner benefit eligibility, coverage and enrollment rates.

## KEY TAKEAWAYS

- Most employers indicated that domestic partners and children of domestic partners are eligible for health benefits in 2022 and 2023.
  - 82% of employers requires some type of relationship verification documents for domestic partners.
  - At least 77% of large employers offer paid parental leave to employees for children of domestic partners.
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# Large Employers' Coverage of Spouses and Domestic Partners for Health Insurance, 2022-2023

Most employers indicated that domestic partners and children of domestic partners are eligible for health benefits in 2022 and 2023

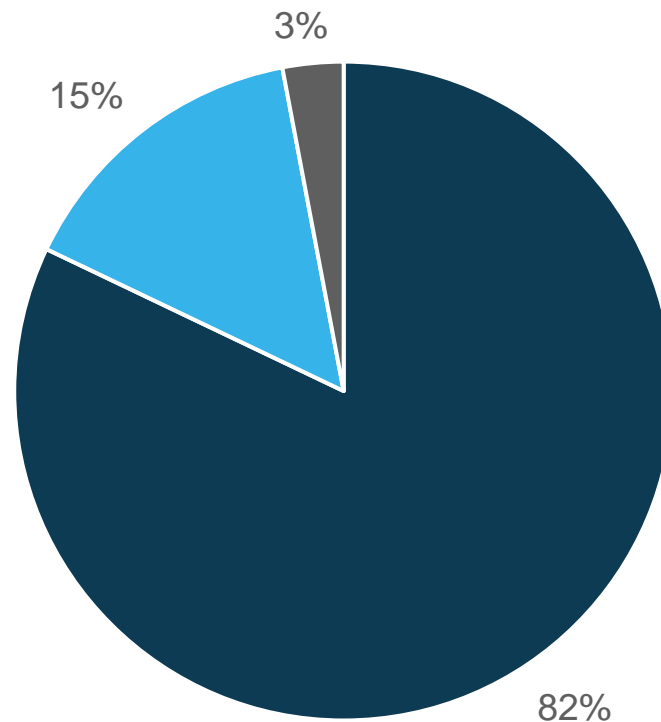


Q: Which of the following are eligible for health benefits in 2022 and 2023? (Select all that apply)

# Large Employers' Verification Requirements for Domestic Partners, 2022

82% of employers require some type of relationship verification documents for domestic partners.

N=67



- We require relationship verification
- We do not require relationship verification
- Don't know

## Types of Verification Methods

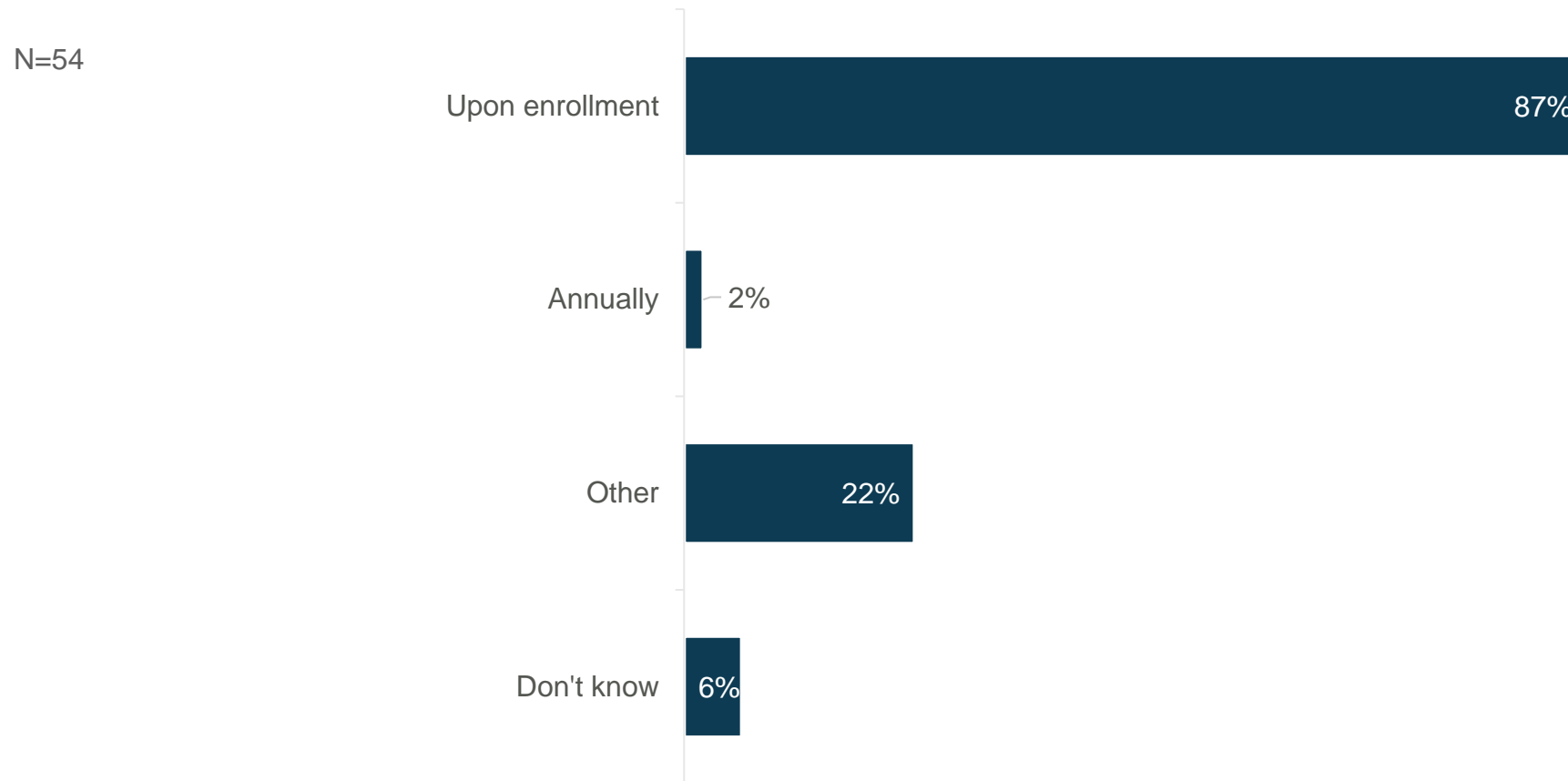
- Affidavit
- Attestation
- Joint tenancy
- Joint ownership
- Financial responsibilities

Note: Values may not add up to 100% due to rounding.

Q: Will domestic partner relationships need to be verified for eligibility purposes?

# Frequency of Proof of Eligibility, 2022

Most employers report that they require proof of eligibility upon enrollment.

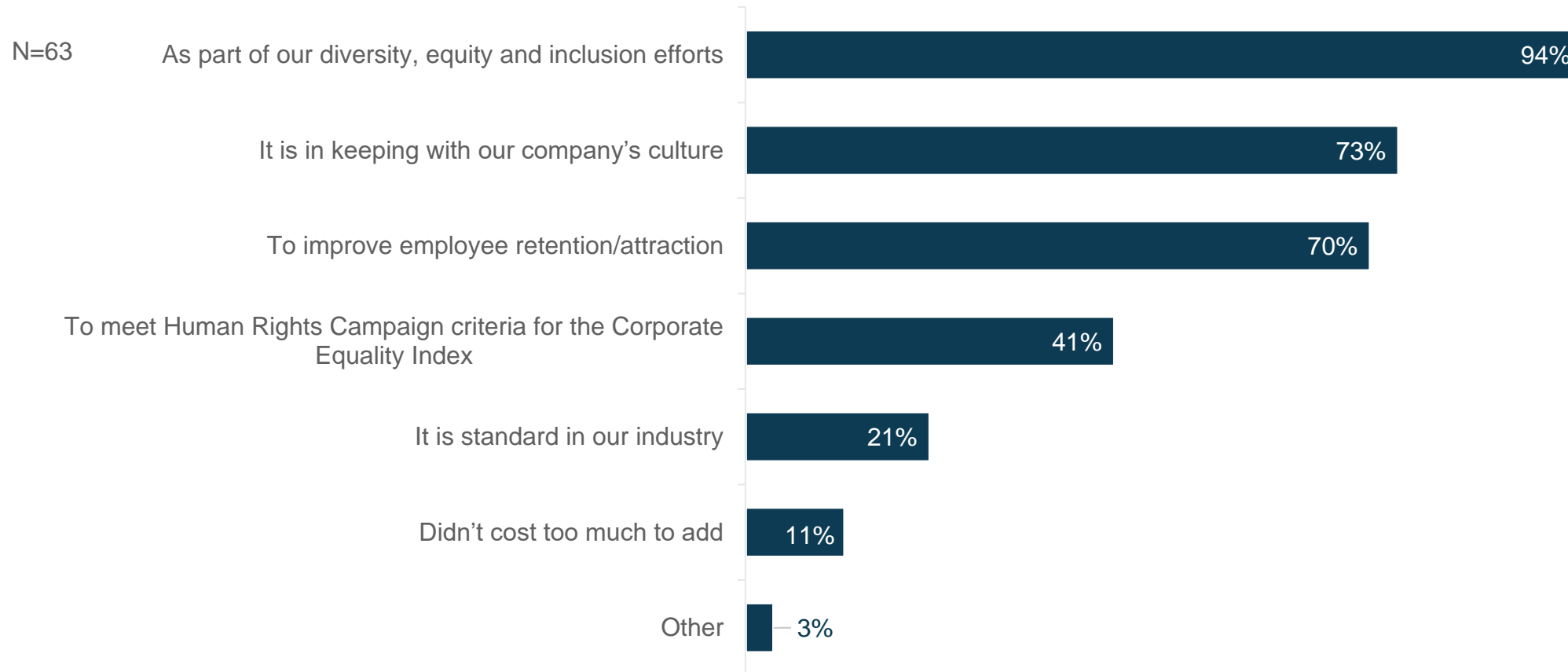


Note: Respondents indicated they also require proof of eligibility during periodic/annual audit and new hire/life changing events.

Q: How often do you require proof of eligibility? (Select all that apply)

# Reasons to Offer Domestic Partner Coverage, 2022

Large employers reported various reasons for offering domestic partner coverage in 2022.



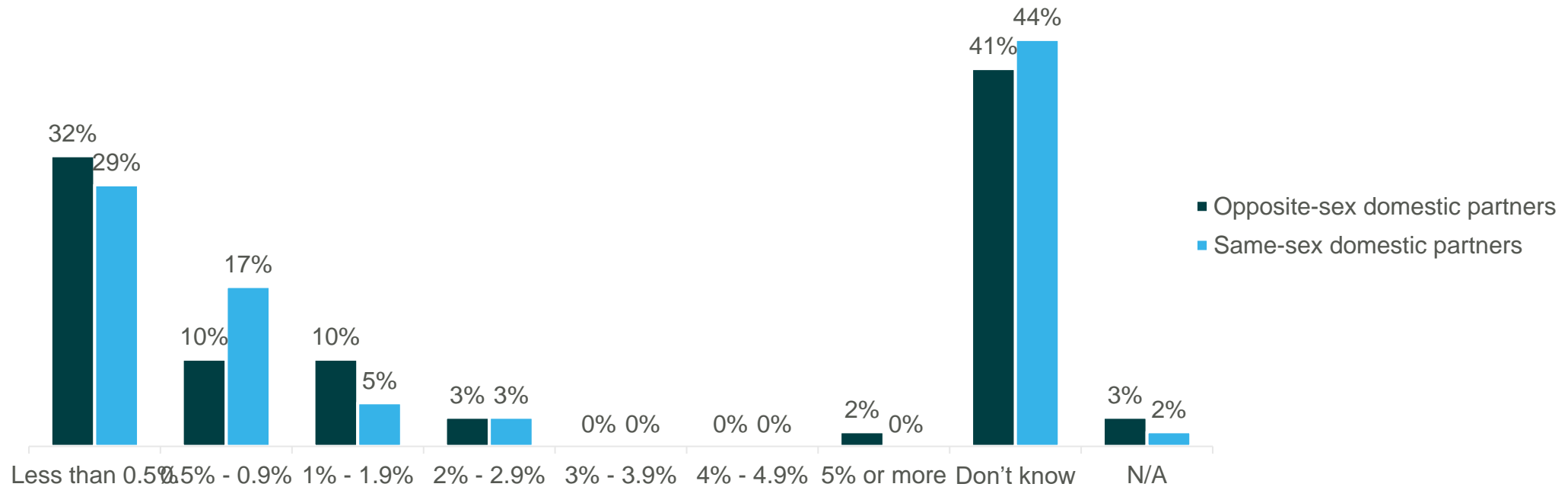
Note: Respondents indicated they also offer domestic partner coverage due to job bidding requirements and only provide coverage in states that allows it.

Q: What are the primary reasons your company offers benefits to domestic partners?

# Enrollment Rate for Domestic Partners, 2022

Among those employers who know their domestic partner enrollment rates, most have observed that less than 0.5% of their enrolled population are domestic partners.

N=63



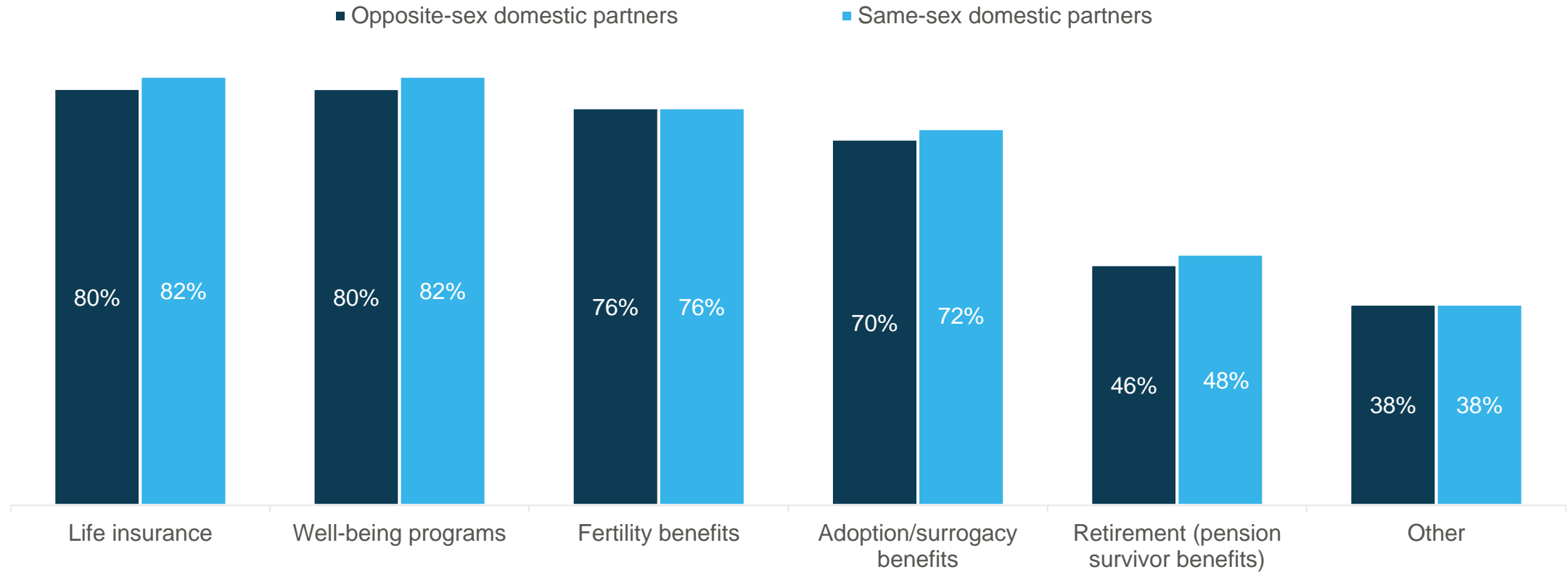
Note: Values may not add up to 100% due to rounding.

Q: What percentage of your enrolled population are domestic partners?

# Benefit Eligibility for Domestic Partners, 2022

Large employers provide domestic partners with various health and well-being benefits.

N=13-66



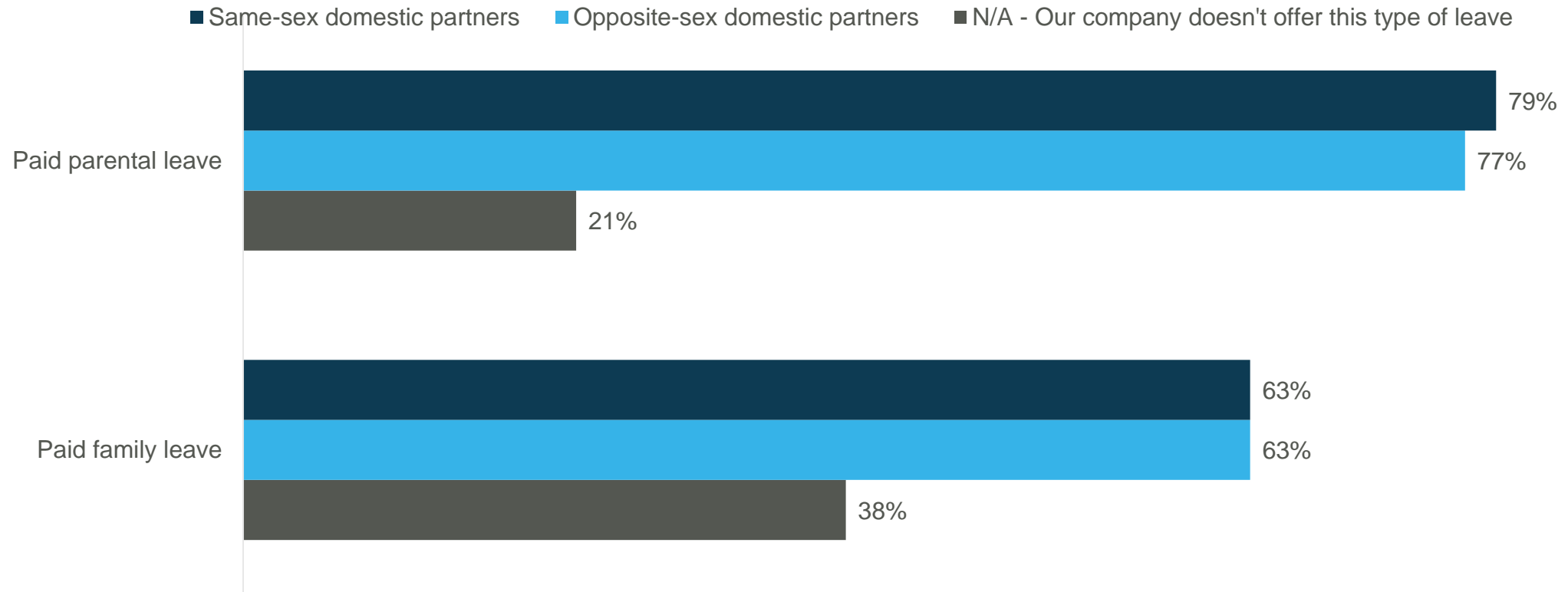
Note: Respondents indicated they also offer EAP, virtual medicine, family leave, voluntary benefits and ODSP benefits to domestic partner.

Q: Beyond health care eligibility, indicate any other employer-sponsored benefits that domestic partners are eligible for. (Select all that apply)

# Leave Eligibility for Children of Domestic Partners, 2022

At least 77% of large employers offer paid parental leave to employees taking time off for children of domestic partners.

N=61-64



Q: Indicate which types of leave employees are eligible to take for children of domestic partners. (Select all that apply)

# Business Group on Health Member Participants



Of the 83 respondents, the following Business Group members have agreed to be listed as participants for this survey:

- 3M Company
  - ADT
  - American Express
  - Anderson Corporation
  - B. Braun Medical Inc.
  - Best Buy
  - Bristol-Myers Squibb Company
  - Capital Group
  - Cargill, Incorporated
  - Citrix Systems, Inc
  - CNO Financial Group
  - Cognizant
  - Corning Incorporated
  - Edward Jones
  - Erie Insurance Group
  - Ernst & Young LLP
  - Fidelity Investments
  - Gen Re
  - General Motors
  - Hallmark Cards, Inc.
  - Honeywell
  - Humana Inc.
  - Intel Corporation
  - Intuitive Surgical
  - JetBlue Airways
  - KeyBank
  - Kohn's Department Stores
  - Lowe's Companies, Inc.
  - Macy's, Inc.
  - Mercy Health
  - Newell Brands
  - Nokia of America Corporation
  - Northrop Grumman Corporation
  - Paychex, Inc.
  - Pearson
  - Pitney Bowes, Inc.
  - Principal Financial Group
  - Prudential Financial
  - Rockwell Automation
  - Smith & Nephew
  - Stanley Black & Decker, Inc.
  - TD Bank
  - The Boeing Company
  - The Goodyear Tire and Rubber Company
  - Unilever
  - Unisys Corporation
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# Thank you



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