



THE UNIVERSITY OF NORTH CAROLINA
AT
CHAPEL HILL

Office of Human Resources
Benefits Department

The University of North Carolina at Chapel Hill
CB# 1045, 725 Airport Road
Chapel Hill, N.C. 27599-1045
(919) 962-3071

MEMORANDUM

To: Employees Enrolled in Met Life Term Insurance

From: JoAnn Pitz, Benefits Director *JoAnn Pitz*

Re: Met Life Coverage for Domestic Partners

Date: May 29, 2000

A new Met Life insurance program, approved by the University Insurance Committee on April 24, 2000, gives employees a new option of purchasing life insurance coverage for their domestic partners (both same sex partners and opposite sex partners as required by the State of North Carolina) and the children of those partners, if applicable. This option is identical to the option that has been available with respect to spouses of University employees. Under the new Met Life program, permanent University employees can purchase term life insurance (\$10,000 for \$2.66 per month) for their spouse or their same or opposite sex domestic partners and coverage for the children of these partners (\$8,000 for \$.54 per month).

Under Met Life's rules, during an enrollment period from June 1 to June 30, a University employee who is currently enrolled in employee coverage is permitted to enroll a domestic partner or child of a domestic partner without proof of insurability. A domestic partner is defined by Met Life as a person eighteen years of age or older, not married or related by blood, and in a committed relationship with the employee for at least twelve months prior to the enrollment for coverage. The employee must complete Met Life's Affidavit of Domestic Partnership attesting to these conditions and certifying that certain evidence of joint responsibility for basic financial obligations exists. This evidence can include certification of a joint mortgage or lease, designation of the person as a beneficiary for life insurance, a joint bank account, or other such joint commitment.

If you have a domestic partner and would like to apply for coverage for him/her, contact the Benefits Office (962-3071) to request an application and an affidavit. If you wish to cover the children of a domestic partner, this may be done on the same application.

If you have questions about this coverage, call the Benefits Department and ask to speak to a benefits specialist. The deadline for applications without proof of insurability is June 30, 2000.