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Companies, Municipalities and Universities with Domestic Partnership Plans

Note: Every institution listed below requires some form of registration for domestic partners before benefits are granted. If this is not true, please tell me. The (R) in the public sector plans means that there is some form of registration granted to non-employees. (For example, Cambridge lets city residents who are not employees register in order to get access to school records of the partner's children.) Note that in many cases when the plan is identical to that provided to spouses, not all aspects may be listed.

For example, if company X announces equality of benefits, the press release may not say specifically "medical, dental, life insurance, relocation, and adoption benefits" or may not say that the company does not have a legal plan for any employees. A "(=)" means the rest of the notations are interesting but not really important (except for "(O)").

<u>Public Sector Plans</u>

Key:

(A) Access to school records
(B) Bereavement and family leave policies
(C) County plan
(c) City plan
(D) Dental Insurance Only
(f) Family leave policy for domestic partners is same as married partners under the Family Medical Leave Act
(f-) two different policies exist for family leave
(M) Medical Benefits
(P) Parenting leave
(p) Pension benefits
(R) Registration of partnership
(r) use of recreational areas
(S) Sick Leave
(s) State Plan
(T) Tax benefits for companies in the city which recognize DPs
(V) visitation in prisons, hospitals, etc.
(=) no benefits available to spouses are excluded
(-) some benefits available to spouses are excluded
(?) specifics of plan unknown
[n] number of employees

Government	Benefits Key
Alameda, CA	(c) (B) (S)
Ann Arbor, MI	(c) (B) (S)
Atlanta, GA	(c) (R)
Bay Area Rapid Transit [2,600]	(B) (M)
Berkeley, CA [1,550]	(c) (R) (B) (P) (S) (M)
Boston, MA	(B)
Burlington, VT	(c) (?)
Cambridge, MA	(c) (A) (B) (M) (P) (=)
Chicago, IL	(c) (B)
East Lansing, MI	(c) (B) (S) (M)
Ithaca, NY	(c) (R)
Laguna Beach, CA [560]	(c) (R)

Los Angeles, CA [46,000]	(c) (B) (S)
Madison, WI	(c) (R) (B) (S)
Marin County, CA	(C) (?)
Massachusetts [23,800]	(s) (B) (V)
Minneapolis, MN [6,000]	(c) (R) (B) (S) (M)
New Orleans, LA	(c) (M) (R)
New York, NY [417,000]	(c) (B) (M) (P) (R)
Oak Park, Il	(c) (?)
Ontario Canada	(M) (p)
Ottawa, Canada	(?)
Portland, OR	(c) (M)
San Diego, CA	(c)(M)
San Francisco, CA [23,000]	(c) (R) (M)
San Mateo County, CA	(C) (S) (D)
Santa Cruz, CA [650]	(c) (B) (S) (M)
Seattle Metro [4,000]	(C) (B) (S) (M) (=)
Seattle, WA [11,000]	(c) (B) (S) (M)
Shorewood Hills, WI	(c) (r)
Takoma Park, MD	(c) (B) (S)
Toronto, Ontario	(?)
Travis County, TX	(C) (B) (R) (S)
Washington, DC [48,000]	(c) (M)
West Hollywood, CA [125]	(c) (R) (B) (S) (M)
West Palm Beach, FL	(c) (B)
Vermont	(s) (M) (D)
Yukon Territory	(?)

A 1991 ruling by a British Columbia court extended Canada's National Health Insurance to same-sex partners. A 1992 court order granted medical and pension benefits to employees of the Ontario government.

Private Sector Plans

Key:

(A) Adoption benefits
(B) Bereavement and family leave policies
(b) Child care
(C) COBRA benefits
(D) Dental Insurance
(f) Family leave policy for domestic partners is same as married partners under the Family Medical Leave Act
(f-) two different policies exist for family leave
(L) Dependent Life Insurance
(M) Medical Benefits
(P) Parenting leave
(r) use of health and fitness programs
(R) relocation policy
(S) Sick Leave
(U) Policy derived from collective bargaining
(v) Vision medical insurance included
(O) benefits offered to same-sex and opposite-sex couples
(=) no benefits available to spouses are excluded
(-) some benefits available to spouses are excluded
(?) specifics of plan unknown
[n] number of employees

Company	Benefits
AMTRAK	(?)
ASK Software Corp. (Ingres, Data 3) [2,058] (Discontinued when ASK was purchased by Computer Associates 6/94)	*(M) (O) (f)*
Adamation Inc., Oakland CA [10]	(O)
Advanced Micro Devices	(M) (D)
American Association of University Professors	(M - stipend) (O)
American Automobile Association [3,200]	(?)
American Civil Liberties Union, San Francisco Office	(?)
American Friends Service Committee [350]	(?)
American Psychological Association [1,500]	(?)
Apple Computer, Inc. [11,500]	(M) (A) (B) (b) (C) (D) (f) (O) (P) (R) (r) (S) (v)
Autodesk	(M) (B) (C) (D) (f) (R) (=)
Banyan Systems	(M) (C) (D)
Ben & Jerry's [300]	(?) (=)
Beth Israel Medical Center, New York	(?)
Blue Cross/Blue Shield of Mass	(M) (O)
Borland [986]	(D) (M)
Boston's Children's Hospital	(D) (L) (M) (f) (=)
Boston Hotel Workers Union	(?)
Boston Globe [3445]	(M) (B)
Cadance	(D) (M) (v) (O)
Canadian Press/Broadcast News [440]	(B) (D) (M) (U)
Chiron Corp	(D) (M)

Columbia University clerical workers, NYC	(B) (U)
Committee of Interns and Residents Staff Union, NYC	(U)
Consumers United Insurance Company [15]	(?)
DEC-Belgium	(D) (M) (O) (-)
Episcopal Church of Newark	(M)
Frame Technology [303]	(D) (M) (O)
Fred Hutchinson Cancer Research Center (Seattle)	(M)
Genetech	(M)
Greenpeace	(?)
Group Health Cooperative (Seattle) [9000]	(M)
HBO [1600]	(M) (?)
Human Rights Campaign Fund	(?)
IDG [530]	(M) (f)
Interleaf [800]	(D) (M) (=)
Intermedia Partners	(M) (?)
Irell & Manella (law firm)	(M) (?)
Jewish Board of Family and Children Services, New York	(M) (O) (?)
Kaiser Permanente	(M) (?) (U pending)
KQED, San Francisco	(M)
Lambda Legal Defense & Education Fund	(?)
Levi Strauss and Company [31,000]	(B) (U) (L) (M) (=)
Los Angeles Philharmonic	(M) (?)
Lotus Development Corporation [3,500]	(B) (M) (R) (=)
MCA/Universal [18,000]	(M) (C)
Microsoft [12,000]	(M) (R) (S)
Milbank, Tweed, Hadley & McCloy	(M)
Minnesota Public Radio [218]	(?)
Montefiore Medical Center, New York City	(?)
Mt. Sinai Hospital Nurses, New York City	(B) (U)
Museum of Modern Art, New York City	(B) (U)
NYNEX workers (NY/NJ telephone company) [93,800]	(U)
National Organization for Women	(?)
NeXT Computer Inc	(M)
National Public Radio	(M) (=)
Northern Telecom/Bell -Northeren Research	(M) (O) (=)
Oil Chemical and Atomic Workers (several locals in NY and elsewhere)	(U)
Oracle	(C) (D) (M) (v)
Orrick, Herrington & Sutcliffe (law firm) [761] (M)	
Planned Parenthood	(D) (M) (?)
Quark, Inc. [375]	(M)
Santa Cruz Operation [1,300]	(O)
Sears (Canada)	(M) (=)
Seattle Mental Health Institute	(M)
Seattle Public Library	(M)
Seattle Times [2500]	(M) (D) (F)

Segal Company (consulting firm)	(M)
San Francisco Giants	(M)
Silicon Graphics Inc. [3100]	(A) (B) (D) (M) (R) (=)
Sony Corp	(M)(?)
Sun Microsystems [11,000] (7/93)	(B) (D) (M) (O)
Sybase [2100]	(B) (D) (M) (O) (P) (R)
Thinking Machines [500]	(M) (B) (D) (v) (R)
Time Inc	(M)
Unitarian Universalist Association	(?)
Unitarian Universalist Service Committee	(?)
Viacom [5,000]	(M) (C?)
Village Voice newspaper [226]	(M)
Warner Bros.	(M)
WGBH [800]	(M)
WQED , Pittsburgh Public Television	(M) (=)
Woodward and Lothrop Department Stores [16,000]	(?)

Colleges and Universities

Key:

(B) Bereavement and Sick Leave
(c) child care
(F) Faculty/staff only
(f) Family leave policy for domestic partners is same as married partners under the Family Medical Leave Act
(f-) two different policies exist for family leave
(H) Student housing only
(h) Home purchase loan
(I) informal policy -- not in writing
(ID) issues university identification
(P) pension plan
(M) offers medical benefits
(T) tuition waiver
(O) benefits offered to same-sex and opposite-sex couples
(S) students only
(=) no benefits available to spouses are excluded
(-) some benefits available to spouses are excluded
(?) specifics of plan unknown
[m/n] number of faculty/students

Institution	Benefits
Albert Einstein College of Medicine	(?)
Bowdoin College	(H) (S) (P)
Brown University	(S) (P) (M) (D)
Carnegie Mellon University [616/5000]	(ID) (B) (f-) (O) (-)
Clark University	(B) (D) (M) (T)
Colby College, ME [140/1880]	(ID) (T)
Columbia University [medical benefits 1/94]	(H) (ID) (M) (P)
City University of New York	(M) (B) (S) (f+)
Cornell University (7/1/94)	(M*)(T)(ID) [* employees of state schools not eligible for medical]
Dartmouth College [proposed only 8/10/93]	(M)
DeAnza Community College	(M)
Georgia State University [746/24247]	(S) (P)
Grinnell College, IA [131/1291]	(H)
Harvard Law School	(H)
Harvard University	(M)
Ithaca College	(H)
Middlebury College	(M) (O) (=)
MIT [1000/9564]	(F) (f) (M)
Moorehead State University	(P)
New York University	(M) (P)
North Dakota University [532/9711]	(H) (S)
Northeastern [effective 1/94]	(M)
Oberlin College, OH [185/1783]	(ID) (T)
Occidental College, CA [125/1680]	(ID) (T)
Ohio State University [3097/51,000]	(B) (P)
Pitzer College [80/750]	(F) (M)
Ponoma College	(F) (ID) (h) (M) (T) (=)
Princeton University [671/6200]	(ID) (H) (M 7/94)

Rutgers University [1964/48,000]	(ID) (?)
Simmons College	(M) (?)
Smith College	(M) (?)
SUNY at Purchase, NY [129/2999]	(H)
Stanford University [650/6500]	(S) (ID) (M) (D)
Swarthmore College [135/1320]	(ID) (T)
Swathmore College [135/1320]	(M) (?)
Union Theological Seminary	(H) (S) (P)
University of British Columbia	(M)
Univ. of CA at Irvine [957/15,776]	(ID)
Univ. of CA at Santa Cruz [405/2036]	(ID)
Univ. of Chicago, IL [120/9000]	(ID) (F) (H) (M) (T)
Univ. of Colorado [4500/41,689]	(ID) (H) (M) (S)
Univ. of Iowa [1600/28,000]	(M)
Univ. of Michigan [3035/42,673]	(ID) (S) (P)
University of Minnesota	(B) (c) (M*) (P)
University of New Brunswick	(M)
University of New Mexico	(B) (M) (T) (=)
University of Pennsylvania	(M) (P) (T)
Univ. of Pittsburgh, PA [3447/34,336]	(ID) (B) (T) (-)
University of Toronto	(ID) (M) (D) (T)
Univ. of Texas [9967/145,655]	(ID)
University of Vermont	(M)
University of Waterloo	(M)
University of Windsor	(M) (T)
University of Wisconsin [7200/162,330]	(H)
Wesleyan University [284/1833]	(ID) (T) (H) (M) (D)
Wilfred Laruer University	(M) (T)
Williams College	(?)
Wright State University	(B) (M,S)(ID)
Yale University [2239/9800]	(ID) (I)
York University	(M)

(*) The University of Minnesota was unable to get an insurance carrier to write policies for domestic partners. The University has instead issued stipends of up to $2500 to apply toward the purchase of individual health and dental insurance policies.

Utilization of Benefits

Company name	Total Employees	Total Registered	# same-sex couples registered
American Friends Service Committee	350	5	
American Psychological Association	1500	10	5
Apple Computer	9000	45	45
Ben and Jerry's	300	15	1
Berkeley	1475	116	19
Levi Strauss[1]	23000	138	138
Lotus Development	3100	12	12
Montefiore Medical Center (New York)	4500		14
San Francisco	31000	594	594
Santa Cruz	700	20	3
Stanford University	11,000	29	29
Seattle[2]	10000	412	125
West Hollywood	175	5	
University of Chicago	6400	25	25
University of Pittsburgh	7500	20	20
Village Voice	226	15	5

[1] Approximate enrollment. Enrollment is 0.6%.
[2] Of the 412 enrollees, 230 have applied for medical benefits

Other Employers

	Year Implemented	Same-Sex Only	Total Employees	Enrollment Shift	Premium Increase
UNIVERSITIES & HOSPITALS					
Chicago	1993	yes	6,060	0.1%	no a
Children's (Boston)	1992	yes	4,300	0.4%	mixed b
Harvard	1993	yes	10,400	note c	no
Iowa	1993	yes	8,000	0.2%	no a
Montefiore (New York)	1991	yes	8,500	0.3%	no
Stanford	1993	yes	9,760	0.2%	yes
MUNICIPALITIES					
Berkeley, CA	1985	no	1,475	7.9%	no
Cambridge, MA	1993	no	900	1.9%	no
San Francisco, CA	1991	no	32,500	0.5%	no
Santa Cruz, CA	1986	no	700	2.8%	no a
Seattle, WA	1990	no	10,000	2.8%	no
COMPANIES					
Ben & Jerry's	1989	no	350	4.0%	no
International Data Group	1993	no	1,500	2.3%	no a
Levi Strauss	1992	no	23,000	0.6%	yes
Lotus	1991	yes	3,100	0.4%	yes
The Village Voice	1982	no	230	7.8%	no

Average: Same-sex only 0.3%
Average: Same & opposite-sex 3.4%

Notes:
a Self-insured, not offered under HMO plans.
b Offers four plans, only one increased premiums.
c Harvard shift data not yet available.

All data provided by Harvard University.