

Vermont School Human Resources Professionals

Domestic Partner FAQs

Last updated December 2022

Can I add my domestic partner to my health insurance?

Yes, effective 1/1/2021.

There are tax implications so please consult with your tax advisor.

Can I add my domestic partner's children to my health insurance?

Yes, effective 1/1/2021.

There are tax implications so please consult with your tax advisor.

When can I add my domestic partner to my health insurance?

You may only add a domestic partner during your first 30 days of employment or during each Open Enrollment each year. A domestic partner would not qualify for changes during the typical "qualifying events."

Can I remove my Domestic Partner and/or his/her children at any time?

No. For VEHI you can only add or remove during open enrollment or a qualifying event.

Can my Domestic Partner elect COBRA?

Under Vermont and federal regulations, a domestic partner may not elect COBRA as they are not a "qualified beneficiary" under legislation.

However, as an employer you may choose to be more generous, but you should consult with your TPA to ensure that your Section 125 documents properly reflect this election.

What are the tax implications of adding my partner and his/her children to my insurance?

Your premiums deductions will be taken post-tax for any domestic partner or his/her children. Only you as the employee and/or your tax dependents may have premiums paid pre-tax. [See also HRA for domestic partner.](#)

You are advised to consult with your tax advisor for the most up-to-date and accurate tax information.

Can I use my HRA for my domestic partner and/or his/her children?

Yes. However, the portion of your HRA used for your domestic partner and/or his/her children is a taxable event. Consult with your tax advisor.

Can I use my HSA for my domestic partner and/or his/her children?

No. You may only use an HSA for your tax dependents.

Can I use my FSA or limited purpose FSA for my domestic partner and/or his/her children?

No. You may only use an FSA for your tax dependents.

Can I use my Dependent Care funds for my domestic partner's dependents?

No. You may only use Dependent Care for tax dependents.