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TO: Phil Gutzler	FAX #: 1-734-665-1075
FROM: Hammer	DIRECT LINE: 313 - 577-0830

DATE: 2-23-06

MESSAGE:

Sydney Letter with  
Enclosures.

Total 6 Pages including  
Cover.

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Problems



THE UNIVERSITY OF MICHIGAN LAW SCHOOL

ANN ARBOR, MICHIGAN 48109-1215

KENT D. SYVERUD  
ASSOCIATE DEAN FOR  
ACADEMIC AFFAIRS

HUTCHINS HALL  
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ksyverud@umich.edu  
(313) 763-9375 Fax

March 27, 1995

Mr. Peter Hammer  
1885 Lucretia Avenue  
Los Angeles, California 90026

Dear Peter:

You have asked me several questions about employee benefits issues in connection with trying to decide whether to accept the Law School's offer of appointment as an assistant professor. I understand that the answers to these questions are very important to your decision.

First, you asked about the University's commitment to providing health insurance and dental insurance for same-sex domestic partners. I am enclosing for your reference a statement from the University of Michigan's Department of Human Resources and Affirmative Action, together with the text of Regents Bylaw 14.06. I note that, assuming that you register your domestic partner with the City of Ann Arbor promptly upon arrival here, this statement and bylaw provide reliable assurance that these benefits will be extended to your partner in the future.

Second, you asked about pre-existing condition clauses in the University of Michigan's group health insurance policies. In response to your question, I spoke with Craig Jorgeson, the director of the Benefits Office of the University. He assured me that my previous representations to you were correct: None of the health plans from which University of Michigan employees may choose has a preexisting condition clause for the employee or anyone covered through the employee (with the one exception, as I noted, of organ transplants under Blue Cross); and there are no plans in the future to impose preexisting condition clauses on plans elected by newly hired University employees.

I hope this provides you the information you need. I am delighted at the prospect that you may join us in the fall -- and that delight extends to a great willingness to help you and your family work through the complicated process of enrolling and receiving the right employee benefits here.

Sincerely,



Kent Syverud

cc: Professor James Boyd White  
Dean Jeffrey Lehman



# The University of Michigan

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## Human Resources & Affirmative Action

Administration

November 4, 1994

Dear Faculty, Staff Member or Student:

In September, 1993, the University of Michigan Board of Regents revised Regental By-law 14.06 to read:

The University is committed to a policy of nondiscrimination and equal opportunity for all persons regardless of race, sex, color, religion, creed, national origin or ancestry, age, marital status, sexual orientation, disability, or Vietnam-era veteran status.

In support of this by-law, the University is committed to promoting and valuing diversity for all faculty and staff by extending the benefit programs to same sex domestic partners.

The Benefit Office will be conducting a special enrollment for same sex domestic partners from now until November 23, 1994. All same sex domestic partner additions to the benefit programs (i.e., health insurance, dental insurance or dependent group life insurance) will go into effect on January 1, 1995. To expedite the enrollment process, please phone (313) 764-4446 to request enrollment materials. You will need to provide your Social Security number during this call.

Because we have just completed a general open enrollment period, this special open enrollment period is dedicated to offering benefits only to same sex domestic partners and their children. Faculty, staff members and students adding same sex domestic partners will not be allowed to change health insurance carriers from the company selected during open enrollment.

The definition of a faculty, staff or student's domestic partner is a person who:

1. is the same sex as the faculty, staff member or student, and
2. is not legally married to another individual, and
3. is not related to the faculty, staff member or student by blood in a manner that would bar marriage, and
4. is registered either publicly or privately as a Domestic Partnership with a municipality offering formal registration, (see the enclosed information sheet regarding registration in the City of Ann Arbor), and
5. has allowed at least six months to pass since a statement of termination (available from the City of Ann Arbor) of a previous same sex domestic partnership.

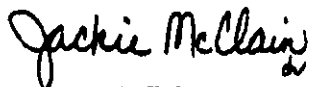
4021 Wolverine Tower  
3003 South State Street  
Ann Arbor, Michigan 48109-1281  
313/763-1284 FAX 313/764-5264

Children of a same sex domestic partner who are in the custody and care of and legally dependent on the same sex domestic partner and are members of the household of the faculty, staff member or student are also eligible for the benefit plans.

This benefit is not being offered to opposite sex domestic partners since faculty, staff and students can marry opposite sex domestic partners and cover them under the University's benefit programs.

Questions regarding this special enrollment should be directed to the Benefits Office at (313) 763-1214.

Sincerely,

A handwritten signature in cursive script that reads "Jackie McClain". The signature is written in dark ink and is positioned above the printed name.

Jackie McClain

**CITY OF ANN ARBOR  
DOMESTIC PARTNERSHIP REGISTRATION  
INFORMATION**

The Ann Arbor City Council approved the Domestic Partnership Ordinance on November 4, 1991, and in doing so, announced the following purposes:

"Many persons today share a life as families in enduring and committed relationships apart from marriages. Some are lesbians, some are gay males, some are bisexual persons, and some are heterosexual persons. The City of Ann Arbor has an interest in strengthening and supporting all caring, committed and responsible family forms. The City has also long recognized the importance of cultural diversity and equal treatment and, toward that end, has adopted a human rights ordinance which protects its citizens from discrimination based on, among other things, marital status and sexual orientation."

**Two Ways to Enter a Partnership**

Both residents and non-residents are eligible to complete a Declaration of Domestic Partnership. This form must be notarized by a notary public and signed by two witnesses. The Declaration of Domestic Partnership can be registered or kept in private. To register the Declaration, the form must be filed with the Ann Arbor City Clerk. There is a fee of \$20 for residents and \$25 for non-residents. After three working days, the Clerk will then issue a Certificate of Domestic Partnership. The Declaration then becomes a public document available for others to see. For private registration, the Declaration is not registered with the City Clerk; all copies are retained by the partners. A Certificate of Domestic Partnership is not sent and no public record of the partnership would exist.

**Obtaining Forms and Information**

Forms and information may be obtained from the following sources:

City Clerk's Office  
City of Ann Arbor  
100 North Fifth Avenue  
Ann Arbor, Michigan 48108  
(313) 994-2725

Lesbian, Gay and Bisexual Programs Office  
University of Michigan  
3116 Michigan Union  
Ann Arbor, Michigan 48109  
(313) 763-4186

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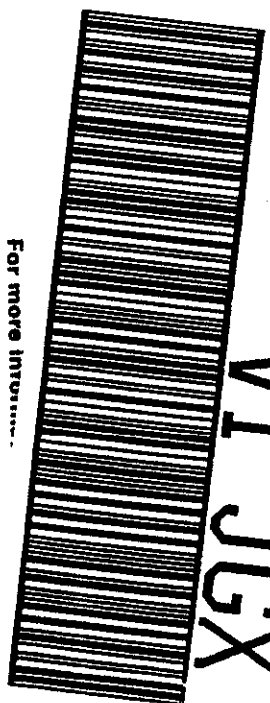
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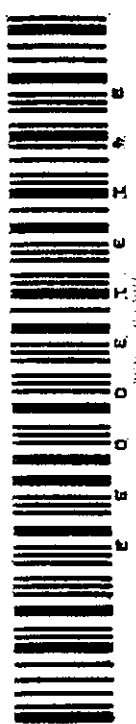


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