

## Preface to “Report on Addition of Insurance Tier for USG Employees”

This report represents the next step in the ongoing process of advocating for domestic partner healthcare benefits within the University System. Because these benefits are controlled at the System level, action by the Board of Regents is necessary in order to enact such policy.

Members of Council may recall that, in September of 2002, the Council passed a resolution asking that the Board of Regents adopt such a policy. Similar resolutions were passed at several other USG campuses, including Georgia State, West Georgia, North Georgia, Georgia College and State University (Milledgeville), Georgia Perimeter College, Kennesaw State, and Georgia Southern. Despite this expression of broad interest by several System units, however, the Regents have yet to place consideration of domestic partner benefits on their agenda.

This current effort is different from the previous resolution-driven one in two important ways:

- 1) It focuses specifically on the needs of the Research Universities (UGA, Georgia Tech, Georgia State, and Medical College of Georgia). The basic competitiveness case is strongest for those System units with national prominence, in part because the Regents’ own measures for these institutions focus on regional and national competitiveness.
- 2) It is written as a business report, intended for the Chancellor and his staff. As the Regents have made no move to respond to the resolutions passed over the last five years, it is clear that leadership on this issue at the System level will need to come from the Chancellor himself. Thus, this initiative is specifically focused on placing the issue on *his* agenda, in hopes that he will in turn bring it to the Regents.

This report has been prepared primarily by a committee at Georgia State, with input from committees and individuals on the other three campuses. Its tone is deliberately that of a business proposal, with a brief executive summary up front and the preponderance of detail located in appendices. This format has specifically been recommended and requested by individuals in the Chancellor’s office with whom the Georgia State committee has been in contact.

The report has been unanimously endorsed by our Benefits Committee, which requests the endorsement of the full Council. If you have questions regarding the report, please feel free to contact me at <apchilds@uga.edu>.

Adrian P. Childs  
Chair, Domestic Partner Subcommittee  
University Council Benefits Committee

# **REPORT ON ADDITION OF INSURANCE TIER FOR USG EMPLOYEES**

**Prepared for:  
Chancellor Erroll B. Davis, Jr.  
and  
The Georgia Board of Regents**

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*The faculty of Georgia's four research universities considered this proposal at  
university-wide committee meetings on the following dates:*

## ***Georgia State University***

*Task Force on Partners Insurance* (joint subcommittee of University Senate Cultural  
Diversity and Faculty Affairs Committees), 10/3/06, 11/14/06, 12/5/06, 1/10/07.

*Senate Cultural Diversity Committee*, 9/6/06, 1/18/07, 3/16/07.

*Senate Faculty Affairs Committee*, 9/14/06, 3/15/07.

*Senate Executive Committee*, 4/9/07.

University Senate vote expected: 4/19/07

## ***University of Georgia***

*Faculty Benefits Committee*, 2/12/07, 4/2/07.

*University Council Executive Committee*, 4/12/07.

University Council vote expected: 4/24/07.

## ***Medical College of Georgia***

*Task Force on Domestic Partner Benefits*, 2/23/07, 3/16/07.

*Academic Council Executive Committee*, 4/12/07.

Academic Council/General Faculty vote expected: 4/26/07 or 5/17/07.

## ***Georgia Institute of Technology***

*Faculty Benefits Committee*, 9/11/06, 2/2/07.

Still under committee consideration. No vote pending this Academic Year in  
the Academic Senate/ General Faculty Assembly.

April 20, 2007

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# Report on Addition of Insurance Tier for USG Employees

## Executive Summary

Georgia's research universities are finding it difficult to remain competitive in recruiting and retaining excellent faculty and staff, because university salary increases have been below the national inflation rate for Fiscal Years 2004, 2005, and 2006. They can only offer recruiting salaries that correspond to state salaries. Expanding the employee benefit package of the research universities would assist them in remaining competitive. A significant, yet very cost-effective, recruiting and retention tool for these universities would be the addition of domestic partners as a subsidized tier to their present insurance providers. Under Georgia law, a domestic partner may be a member of either the opposite or the same sex.

### *Cost Impact of Added Tier*

- In the two decades since domestic partner plans were first implemented nationally, they have not caused their employers' average health care costs to increase significantly nor health insurance premiums to be raised generally.
- The majority of employers with domestic partner benefits experience a total financial impact of less than 1% of the total benefits cost.
- Companies report increased medical claims of less than 1% after introducing domestic partner coverage.
- Most companies that offer domestic partner benefits report an insurance enrollment of partners between 1.3% and 2%.

### *The Competition: Colleges and Universities*

- Universities compete for excellent research faculty, because such faculty increase professional prestige and attract stronger students.
- The federally sponsored research fellowships awarded such faculty provide universities with direct and indirect financial support for faculty salaries and administrative costs.
- 299 national and regional colleges and universities offer domestic partners benefits, including nearly all of the Regents-rated aspirational institutions for Georgia's research universities and at least half of their peer institutions.

### *The Competition: Businesses and Municipalities*

- Many metro Atlanta businesses that are attractive to University staff, as well as those in fields such as communication, healthcare, and technology that draw University faculty, offer domestic partner benefits.
- As of 2006 more than half of the national *Fortune 500* companies offered domestic partner benefits, many of them located in Atlanta.
- The City of Atlanta, Athens-Clarke County, DeKalb County, Fulton County, and three other nearby municipalities offer domestic partner benefits to their employees.

# **Report on Addition of Insurance Tier for USG Employees**

## **Introduction**

This report proposes an important, yet very cost-effective way in which Georgia's research universities may become more competitive in the recruiting and retention of outstanding faculty and staff. The research universities of the University System of Georgia should add domestic partners as a subsidized tier to their present insurance providers to increase their ability to recruit and retain employees. It should be emphasized that in the state of Georgia, a domestic partner may be a member *either* of the opposite sex *or* of the same sex. A domestic partnership is defined as one in which a person resides with, is financially interdependent upon, and shares the common necessities of life with the person's unmarried partner. The four research universities now offer some institutionally-controlled benefits for domestic partners. They require affidavits of domestic partnership that would also be required for such healthcare insurance. See Appendix A.

Health insurance is consistently ranked by the majority of employees as the single most important employment benefit. This is particularly true for state employees whose salaries are traditionally lower than those in the private sector. The American Association of University Professors (AAUP) found in a 2003 survey of state employee benefits packages that twenty-six of the thirty-nine state officials ranked health insurance as the most important benefit they offered (AAUP, "2005-6 Economic Status Report"). Being able to offer this expanded healthcare compensation package would make Georgia's research universities more attractive to potential and present faculty and staff.

Employee recruiting and retention has become increasingly difficult for the research universities within recent years, for state budgetary constraints have restricted our university salaries to raises of 0% for Fiscal Year 2004, and 2.0% for Fiscal Years 2005 and 2006. (See Appendix B.). Yet the inflation rate, as measured by the Consumer Price Index, averaged 2.5% for 2003 and 2004, and 3.5% for 2006 (AAUP, “2005-06 Economic Status Report”).

The negative effect of these low state raises upon the universities’ recruiting powers has been cumulative. Annual raises are based on a percentage of the previous year’s salary, and a small percentage of a modest base salary added to that salary does not change it much. This will be even truer the following year. The net effect of these low raises has been that the university state salaries have more or less stood still during the last three years, while the cost of living has risen. Each year our universities have only been able to offer recruiting salaries commensurate with these state salaries. Each year our universities have fallen further behind in the regional and national employment markets.

Direct data on the number of domestic partners nationally or the number of University employees who would be eligible for such insurance cannot be legally ascertained; nor can it legally be determined how many employees have failed to be recruited or have left the universities because these benefits are not offered. The Freedom of Information Act prohibits disclosing to the public “matters involving the personal privacy and personnel or medical records of a third party” (U.S. Equal Employment Opportunity Commission). Therefore this report is drawing its conclusions from research into the literature from 1997 through 2006 that gives the experiences of public and

private colleges and universities, business corporations, and municipalities that have adopted domestic partners healthcare insurance benefits for their employees, as well as from University administrators.

### **Cost Impact of Added Tier**

State Human Resources specialists must first determine the probable cost impact of adding this new tier to present insurance providers. Are a large number of employees likely to enroll their domestic partners, thus increasing their institution's healthcare costs? Would the new enrollees be likely to have higher than average healthcare expenses and increased medical claims, thus eventually raising the insurance premiums for all tiers?

The first such insurance plans were implemented in the early 1980s, so there is considerable evidence to address these two concerns. The data shows that the cost impact of adding this insurance tier is minimal for the employer. It should be noted that these benefits bear additional costs for the employees, however, for the IRS considers the employer's contribution for a partner's health coverage to be taxable income for the employee, unlike the employer's coverage for a spouse.

Hewitt Associates LLC has undertaken surveys to discover the financial impact of domestic partner coverage on employers. As of 2005, this highly reputable global outsourcing and human resources consulting company had a client roster that included more than half of the *Fortune 500* companies. A 1997 Hewitt Associates study found that companies reported increased medical claims of less than 1% after domestic partner coverage was introduced ("Update to 1994 Study," Hewitt Associates). A 2005 Hewitt Associates study showed that the majority of employers, or 64%, experienced a total

financial impact of less than 1% of total benefit cost; while only 5% of employers experienced financial impacts of 3% or greater of total benefits cost (“Benefits Programs for Domestic Partners,” Hewitt Associates).

Employers pay a percentage of their employees’ healthcare insurance premiums as part of their compensation packages. Thus, the employers’ healthcare costs would rise by roughly the same percentage as new domestic partner enrollments (Badgett and Ash; and Badgett). Over the last few decades, schools and businesses have reported a very low enrollment and thus a very low cost increase associated with domestic partner benefits: roughly a 1.3 to 1.8% increase in enrollment (Ash and Badgett; Badgett). On a local level, six municipalities in the metro Atlanta area offer such benefits. As of December 2006, the percentages of partner enrollees ranged from 0.2% to 1.9%. (See Appendix C.)

It is unlikely that adding domestic partners as an insurance tier would be a factor in any possible increase in health care premiums. When domestic partner plans were first introduced, employers feared that a large number of gay men would sign up HIV-infected men as partners, and that as a result the average health care costs would increase and insurance premiums overall would rise. These fears have proved unfounded over the subsequent decades.

Further, medical advances since the late 1990s have lowered the cost of AIDS treatments, so that they are now no more expensive than other chronic illnesses. Recent advances in treatment have added costly drugs, but cut hospitalization costs (Hellinger, “Cost and Financing”). The impact of new drug therapies on the longevity and progression of HIV disease has been dramatic, so that as of 2004 HIV disease may be



thought of as a moderately expensive chronic disease rather than a catastrophically expensive fatal illness (Hellinger, “HIV Patients”).

### **The Competition: Colleges and Universities**

Universities compete hard for outstanding research faculty. There are both tangible and intangible benefits to attracting such faculty and keeping them as longtime employees. The universities gain national professional prestige from a productive research faculty, with recognition in the field, higher department rankings, and the increased ability to attract stronger graduate and undergraduate students. These are the faculty who secure federally sponsored grants and fellowships for their research, which is among the criteria for ranking the colleges of universities by the National Research Council. This in turn is used in the more general ranking of the universities. All of this contributes to the recruiting of other outstanding faculty, for among the most significant positive factors in such recruitment are the prestige of the university and the quality of its faculty members (Purdue University Faculty Survey).

These grants and federal contracts also provide the universities with direct financial support for expenses associated with research, instructional and public service projects. This includes salaries for faculty and student assistants, thus freeing state dollars for the universities to use elsewhere. In addition, sponsoring agencies typically pay for the indirect cost of the sponsored activities to help defray the indirect expenses, such as the costs of administrative staff, buildings, heat and air conditioning, and so on. This indirect cost is funded as a percentage of the direct costs of the project; and these funds for indirect costs go directly to the universities. Half is retained by the central

administration, and half flows down to the college and department of the professor who directs the project.

In 2004, for example, the federal research expenditures that were received in this way for the Georgia Institute of Technology were \$235 million, for the University of Georgia were \$124.3 million, and for Georgia State University were \$24.8 million (Fritz). In 2005, the federal research expenditures received in this way for the Medical College of Georgia were \$41.9 million (Fritz). The faculty of Georgia's research universities are important to their universities' financial as well as professional well-being.

These research universities face increasing competition to hire and to keep their premier faculty and staff, both at the regional and the national levels. For the last three years, the annual salary increases they have been able to offer have been lower than the annual inflation rate. In the national picture, the 2005-06 salary increases of continuing (tenured and tenure-track) faculty at all doctoral universities averaged 4.6% (AAUP, "2005-6 Economic Status Report"), considerably higher than our state salary increases.

National and regional colleges and universities have increasingly expanded their overall compensation packages by adopting domestic partners insurance benefits, considering them an important recruiting and retention tool. For faculty, such benefits enhance the compensation package generally. In addition, they are quite often seen as a hallmark of a school that values diversity. For staff, such benefits have been ranked as the most effective recruiting incentive for executives and the third most effective recruiting incentive for managers and line workers (*Human Resources Management*). They also improve the employee retention rate.

In its “State of the Workplace Report, 2006,” the Human Rights Campaign (HRC) lists the 299 nation’s colleges and universities that offer Domestic Partner Health Benefits, an impressive and substantial number that includes many of the schools that compete with our state research universities for their best faculty. (See Appendix D:A-G.) Thirty-one of the Southern Colleges and Universities schools (SACS Region) are listed. So are 63% of the top public universities according to *U.S. News and World Report*, and 85% of the members of the American Association of Universities. (See Appendix D.) The HRC list includes many of the peer and aspirational institutions of Georgia’s four research universities as rated by the Board of Regents. Nearly all of the Regents-rated aspirational institutions for the Georgia Institute of Technology, Georgia State University and the University of Georgia offer domestic partner benefits, while one of the four aspirational institutions for the Medical College of Georgia does. At least half of the Regents-rated peer institutions for the Georgia Institute of Technology, Georgia State University, and the University of Georgia, and two of the peer institutions for the Medical College of Georgia, offer these benefits. (See Appendix D.)

The retention of nursing faculty is a particular concern for the Medical College of Georgia and Georgia State University, since the field is a competitive one. Appendix D lists the schools of nursing in this region that offer domestic partner benefits, as well as the public and private universities across the country that do so, many of which are associated with major hospitals and medical centers. Appendix E shows the regional *Fortune 500* healthcare industries offering domestic partner benefits. All of these present strong competition for the nursing faculty at Georgia’s two research universities with Schools of Nursing.

Since 1915, the non-profit AAUP has represented professors; and their professional definition of academic freedom has withstood many legal challenges over the years. They often work with Congress and state legislatures to promote effective higher education legislation. AAUP supports the provision of domestic partner benefits to professors and states that “developing a domestic partnership benefits package may provide a college or university an edge in recruiting faculty” (AAUP, “Domestic Partners Benefits on Campus”).

### **The Competition: Businesses and Municipalities**

Corporate America also has realized that offering domestic partner benefits as part of the compensation package is good business sense. In April, 2006, *Fortune* noted the remarkable boost in the number of *Fortune 500* companies that have inaugurated such benefits for their employees. As a defense contractor remarked: “No company wants to make any of its people feel uncomfortable or unwanted” (Gunther). Whereas only 28 companies had offered them in 1996, 253 did in 2006 (“State of the Workplace Report, 2006,” Human Rights Campaign Foundation).

Metro Atlanta ranks third in the nation among cities with the most *Fortune 500* headquarters with 16 corporations, and eleven of these offer domestic partner benefits. (See Appendix E.) Many other of the large number of national businesses and corporations that carry domestic partner benefits are located in Atlanta and the region, as are many healthcare, media, and technology industries that offer them. A substantial number of major businesses in metro Atlanta, including newspaper, magazine, radio, and television companies, offer domestic partner insurance. (See Appendix E.) Employment

in this private corporate sector with domestic partner benefits is particularly attractive to faculty in certain fields, such as nursing, communication, the sciences, and technology. It need not be emphasized that this commercial concentration can make retention of staff employees of the research universities more difficult. The turnover of experienced directors, office managers and other highly qualified staff is generally expensive; and the costs of recruiting and training a new employee include those of interviewing, training, and lost productivity.

Employment in the public sector of government can attract the faculty as well as staff of our research universities. The City of Atlanta includes domestic partners insurance as part of its compensation package. So do three other cities in metro Atlanta—Decatur, Doraville, and East Point—and three surrounding counties—Athens-Clarke County, DeKalb County, and Fulton County. (See Appendix C.)

### **Recommendation**

The amendment of our present healthcare providers to add the subsidized tier of domestic partners thus would be a very cost-efficient recruiting and retention tool for our research universities. The increasing numbers of excellent universities and successful businesses in both the public and the private sectors offering such benefits show that they too consider this to be a way to attract and keep their best employees. Georgia's research universities request that the Chancellor and the Regents make us more competitive in the academic marketplace by allowing us to offer these subsidized insurance benefits for our employees.

## References

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- U.S. Equal Employment Opportunity Commission. "Questions and Answers: Freedom of Information Act Requests," [http://www.eeoc.gov/foia/qanda\\_foirequest.html](http://www.eeoc.gov/foia/qanda_foirequest.html) (12/14/2006).

## ***Appendix A: Universities' Affidavits of Domestic Partnership***

*(NOTE: The Georgia Institute of Technology, Georgia State University, and the University of Georgia all offer limited benefits for domestic partners, and require affidavits for domestic partnerships. The Medical College of Georgia offers full healthcare benefits for the domestic partners and spouses of their students, but do not require an affidavit. As Adobe files, these university documents of the affidavits for domestic partnership cannot be transferred electronically to this Appendix. However, a hard copy can be made, and it will be included with the report itself.)*

## *Appendix B*

### **Salary Increases for USG Employees: 2001-2006.**

FY 2001 3.0%

Effective date: 10/1/00

FY 2002 4.5%

Effective date: 10/1/01

FY 2003 3.25%

Effective date: 10/1/02

FY 2004 No Increase

FY 2005 2.0%

Effective date: 1/1/05

FY 2006 2.0%

Effective date: 1/1/06

Source:

*Christopher P. Hill, Director of Budget & Planning, Georgia State University.*



## *Appendix C*

### **Metro Atlanta Municipalities: Enrollments in Domestic Partnership Healthcare Plans as of 12/2006**

Atlanta: 9,000 employees; 168 applied for the benefits (1.9%).

DeKalb County: 7,400 employees; 16 applied (0.2%).

Fulton County: 6,748 employees; 27 applied (0.4%).

East Point: 650 employees; 2 applied (0.3%).

Decatur: 205 employees; 1 applied (0.5%).

Doraville: 106 employees; 1 applied (0.9%).

Source:

*Charles Woo, "Low Enrollment in Same-Sex Plans Keeps Costs Down," The Atlanta Journal-Constitution, December 14, 2006.*

## ***Appendix D: A-G***

### **Colleges and Universities with Domestic Partner Healthcare Benefits**

*(NOTE: As an Adobe file from the Human Rights Campaign, this list of the 299 colleges and universities with domestic partner benefits cannot be transferred electronically to this Appendix. However, a hard copy can be made, and it will be included with the report itself.)*

## *Appendix D*

### **Public Colleges/Universities with Domestic Partner Healthcare Benefits**

Albuquerque Technical Vocational Institute (NM)  
Ball State University (IN)  
Broward Community College (FL)  
California State University (all campuses)  
Central Michigan University  
City University of New York (all campuses)  
Cleveland State University (OH)  
Connecticut State University  
DeAnza Community College (CA)  
Eastern Connecticut University  
Eastern Michigan University  
Hillsborough Community College (FL)  
Humboldt State University (CA)  
Indiana University (all campuses)  
Iowa State University  
Keene State College (NH)  
Kirkwood Community College (IA)  
Lansing Community College (MI)  
Maricopa County Community College District (AZ)  
Miami University (OH)  
Miami-Dade Community College (FL)  
Michigan State University  
New Mexico State University  
Northampton Community College (PA)  
Northern Illinois University (IL)  
Northern Michigan University  
Oakland University (MI)  
Ohio State University  
Ohio University  
Oregon Health and Science University  
Pennsylvania State University  
Plymouth State University (NH)  
Portland Community College (OR)  
Portland State University (OR)  
Purdue University (IN, all campuses)  
Rutgers University (NJ, all campuses)  
San Diego State University (CA)  
San Francisco Community College District (CA)  
San Francisco State University (CA)  
San Jose State University (CA)  
Sonoma State University (CA)  
Southern Connecticut University

Southern Illinois University  
 Southern Oregon University  
 State University of New York (all campuses)  
 Temple University (PA)  
 University of Alaska (all campuses)  
 University of California (all campuses)  
 University of Colorado (all campuses)  
 University of Connecticut (all campuses)  
 University of Florida  
 University of Illinois (all campuses)  
 University of Iowa  
 University of Louisville (KY)  
 University of Maine (all campuses)  
 University of Michigan (all campuses)  
 University of Minnesota (all campuses)  
 University of Montana (all campuses)  
 University of New Hampshire  
 University of New Mexico  
 University of Northern Iowa  
 University of Oregon (all campuses)  
 University of Pittsburgh (PA)  
 University of Rhode Island (all campuses)  
 University of Toledo (OH)  
 University of Utah  
 University of Vermont  
 University of Washington (all campuses)  
 Wayne State University (MI)  
 Western Connecticut University  
 Western Wisconsin Technical College  
 Youngstown State University (OH)

***U.S. News and World Report's Top Public Universities (2005)***

#	School	Domestic Partner Healthcare Benefits
1	University of California (Berkeley)	X
2	University of Michigan (Ann Arbor)	X
2	University of Virginia	
4	University of California (Los Angeles)	X
5	University of North Carolina (Chapel Hill)	
6	College of William and Mary	
7	University of Wisconsin (Madison)	
8	University of California (San Diego)	X

9	University of Illinois (Urbana-Champaign)	X
10	Georgia Institute of Technology	
11	University of California (Davis)	X
12	University of California (Irvine)	X
13	University of California (Santa Barbara)	X
14	University of Texas (Austin)	X
14	University of Washington	X
16	Pennsylvania State University (University Park)	X
16	University of Florida	X
18	University of Maryland (College Park)	
19	Rutgers State University (New Brunswick)	X
19	University of Georgia	
19	University of Iowa	X
22	Miami University (Oxford, OH)	X
22	Ohio State University (Columbus)	X
22	Purdue University (West Lafayette)	X
22	Texas A&M University (College Station)	
26	University of Connecticut	X
26	University of Delaware	
26	University of Minnesota (Twin Cities)	X
26	University of Pittsburgh	X
30	Indiana University (Bloomington)	X
30	Michigan State University	X
32	Clemson University	
32	State University of New York (Binghamton)	X
32	University of California (Santa Cruz)	X
32	University of Colorado (Boulder)	X
32	Virginia Polytechnic University	
37	University of California (Riverside)	X
38	Iowa State University	X
39	North Carolina State University (Raleigh)	
39	University of Alabama	
39	University of Missouri (Columbia)	
42	Auburn University	
42	University of Kansas	
42	University of Tennessee (Knoxville)	
42	University of Vermont	X
46	Ohio University	X
46	State University of New York (College of Environmental Sciences and Forestry)	X
46	University of Arizona	
46	University of Massachusetts (Amherst)	X
46	University of Nebraska (Lincoln)	
46	University of New Hampshire	X

## Members of the American Association of Universities

School	Domestic Partner Healthcare Benefits
Brandeis University	X
Brown University	X
California Institute of Technology	X
Carnegie Mellon University	X
Case Western Reserve University	X
Columbia University	X
Cornell University	X
Duke University	X
Emory University	X
Harvard University	X
Indiana University (Bloomington)	X
Iowa State University	X
The Johns Hopkins University	X
Massachusetts Institute of Technology	X
McGill University	X
Michigan State University	X
New York University	X
Northwestern University	X
Ohio State University (Columbus)	X
Pennsylvania State University (College Park)	X
Princeton University	X
Purdue University (West Lafayette)	X
Rice University	X
Rutgers State University (New Brunswick)	X
Stanford University	X
State University of New York (Buffalo)	X
State University of New York (Stony Brook)	X
Syracuse University	X
Texas A&M University (College Station)	
Tulane University	X
University of Arizona	
University of California (Berkeley)	X
University of California (Davis)	X
University of California (Irvine)	X
University of California (Los Angeles)	X
University of California (San Diego)	X
University of California (Santa Barbara)	X

University of Chicago	X
University of Colorado (Boulder)	X
University of Florida	X
University of Illinois (Urbana-Champaign)	X
The University of Iowa	X
University of Kansas	
University of Maryland (College Park)	X
University of Michigan (Ann Arbor)	X
University of Minnesota (Twin Cities)	X
University of Missouri (Columbia)	
University of Nebraska (Lincoln)	
University of North Carolina (Chapel Hill)	
University of Oregon	X
University of Pennsylvania	X
University of Pittsburgh	X
University of Rochester	X
University of Southern California	X
University of Texas (Austin)	
University of Toronto	X
University of Virginia	
University of Washington	X
University of Wisconsin (Madison)	
Vanderbilt University	X
Washington University in St. Louis	X
Yale University	X

**Southern Colleges and Universities (SACS Region)  
with Domestic Partner Healthcare Benefits**

Broward Community College (Ft. Lauderdale, FL)  
Embry-Riddle Aeronautical University (Daytona Beach, FL)  
Hillsborough Community College (Tampa, FL)  
Miami-Dade Community College (Miami, FL)  
Nova Southeastern University (Fort Lauderdale, FL)  
Rollins College (Winter Park, FL)  
Stetson University (DeLand, FL)  
University of Florida (Gainesville, FL)  
University of Miami (Miami, FL)  
Agnes Scott College (Decatur, GA)  
Emory University (Atlanta, GA)  
Centre College (Danville, KY)  
University of Louisville (Louisville, KY)  
Tulane University (New Orleans, LA)  
Davidson College (Davidson, NC)

Duke University (Durham, NC)  
Elon University (Elon, NC)  
Guilford College (Greensboro, NC)  
Salem College (Winston-Salem, NC)  
Wake Forest University (Winston-Salem, NC)  
Warren Wilson College (Asheville, NC)  
Furman University (Greenville, SC)  
Vanderbilt University (Nashville, TN)  
Baylor College of Medicine (Houston, TX)  
Rice University (Houston, TX)  
Southern Methodist University (Dallas, TX)  
Southwestern University (Georgetown, TX)  
Trinity University (San Antonio, TX)  
Hollins University (Roanoke, VA)  
Sweet Briar College (Sweet Briar, VA)  
Washington and Lee University (Lexington, VA)

### **Regional Schools/Colleges of Nursing with Domestic Partner Healthcare Benefits**

Baylor College of Medicine (Houston, TX)  
Duke University (Durham, NC)  
Emory University (Atlanta, GA)  
Trinity University (San Antonio, TX)  
Tulane University (New Orleans, LA)  
University of Florida (Gainesville, FL)  
University of Louisville (Louisville, KY)  
Vanderbilt University (Nashville, TN)



**Georgia Board of Regents-Ranked Research Universities**

*Georgia State University*

**Peer Institutions**

<b>School</b>	<b>Domestic Partner Healthcare Benefits</b>
Arizona State University	
George Mason University	
State University of New York, Albany	X
Temple University	X
University of Alabama, Birmingham	
University of Cincinnati	
University of Houston-University Park	
University of Illinois, Chicago	X
University of Louisville	X
University of New Mexico	X
University of South Florida	
University of Tennessee	
University of Wisconsin, Milwaukee	
Virginia Commonwealth University	
Wayne State University	X

**Aspirational Institutions**

<b>School</b>	<b>Domestic Partner Healthcare Benefits</b>
Florida State University	
Indiana University-Bloomington	X
Rutgers University	X
State University of New York, Buffalo	X
University of Arizona	
University of California, Irvine	X
University of California, Los Angeles	X
University of California, San Diego	X
University of Iowa	X
University of Maryland, College Park	
University of Minnesota, Twin Cities	X
University of North Carolina, Chapel Hill	
University of Pittsburgh	X
University of Virginia	
University of Washington	X

*“Urban 13”*

<b>School</b>	<b>Domestic Partner Healthcare Benefits</b>
City College of New York	X
Cleveland State University	X
Florida Agricultural & Mechanical Univ.	
<b>Georgia State University</b>	
Indiana Univ. Purdue Univ., Indianapolis	X
Portland State University	X
Temple University	X
University of Alabama at Birmingham	
University of Cincinnati	
University of Houston	
University of Illinois-Chicago	X
University of Massachusetts at Boston	X
University of Memphis	
University of Missouri-Kansas City	
University of Missouri-St. Louis	
University of New Orleans	
University of Pittsburgh	X
University of Toledo	X
University of Wisconsin-Milwaukee	
Virginia Commonwealth University	
Wayne State University	X

*University of Georgia***Peer Institutions**

<b>School</b>	<b>Domestic Partner Healthcare Benefits</b>
Arizona State University	
Indiana University (Bloomington)	X
Iowa State University	X
Michigan State University	X
North Carolina State University	
Texas A&M University	
University of California (Davis)	X
University of Colorado	X
University of Iowa	X
University of Kansas	
University of Maryland (College Park)	
University of Missouri (Columbia)	
University of Nebraska (Lincoln)	
University of Oregon	X
Virginia Polytechnic University	

### Aspirational Institutions

School	Domestic Partner Healthcare Benefits
Cornell University	X
Duke University	X
Northwestern University	X
University of Arizona	
University of California (Berkeley)	X
University of California (San Diego)	X
University of Illinois	X
University of Michigan	X
University of Minnesota	X
University of North Carolina (Chapel Hill)	
University of Texas (Austin)	
University of Virginia	
University of Washington	X
University of Wisconsin (Madison)	

### Georgia Institute of Technology

School	Peer	Aspirational	Domestic Partner Healthcare Benefits
California I. Tech.		X	X
Carnegie Mellon U.		X	X
Cornell University	X	X	X
Johns Hopkins U.		X	X
M.I.T.	X	X	X
North Carolina State	X		
Northwestern U.		X	X
Penn. State Univ.	X		X
Purdue Univ.-Main	X	X	X
Stanford University	X	X	X
Texas A&M	X		
U.Calif.-Berkeley	X	X	X
UCLA	X	X	X
Univ. of Florida	X		X
U.Ill.-Champaign	X	X	X
U.Mich.-Ann Arbor	X	X	X
U.Minn-Twin Cities		X	X
U.Texas-Austin	X	X	
U.Washington	X	X	X
Virginia Poly. Inst.	X		

## Medical College of Georgia

### Peer Institutions

School	Domestic Partner Healthcare Benefits
LSU Medical Center	
Medical University of South Carolina	
SUNY Health Science Ctr-Brooklyn	X
SUNY Health Science Ctr.-Syracuse	X
U.Arkansas for Medical Sciences	
U.Nebraska-Medical Center	
U.Tennessee-Memphis	

### Aspirational Institutions

School	Domestic Partner Healthcare Benefits
Oregon Health Sciences University	X
U. Texas-HSC Houston	
U. Texas-HSC San Antonio	
U. Texas Medical Branch Galveston	

*Sources: Human Rights Campaign 2006: Colleges and Universities that Offer Domestic Partner Health Benefits.*

*The Gainesville [Florida] Sun, 2007. [davis@gvillesun.com](mailto:davis@gvillesun.com)*

*University of Toledo [Ohio] Web-site, 3/28/2007.*

*Pappas Consulting Group, Inc., "University System of Georgia, Benchmarking and Review Study Project, Scope 1 Report," Appendix B. September 2000.*

## *Appendix E*

### ***Fortune 500 Corporations-Atlanta Headquarters With Domestic Partner Healthcare Benefits, as of 2007.***

The Home Depot (*Fortune* rank: 14)  
 United Parcel Service (rank: 44)  
 The Coca-Cola Company (rank: 89)  
 BellSouth Corporation (rank: 106)  
 Coca-Cola Enterprises (rank: 120)  
 Delta Air Lines (rank: 135)  
 Sun-Trust Banks (rank: 217)  
 Cox Communications (rank: 316)  
 Mohawk Industries, Calhoun, Ga. (rank: 327)  
 Newell Rubbermaid Incorporated (rank: 332)  
 Mirant Corporation (rank: 479)

### **Computer and Data Service Industries (*Fortune 500*) in Metro Atlanta with Domestic Partner Healthcare Benefits**

Apple Computer Inc.  
 ChoicePoint Inc. (Alpharetta, Ga.)  
 Eastman Kodak Co.  
 Electronic Data Systems Corporation  
 Hewlett-Packard Co.  
 Honeywell International Inc.  
 International Business Machines Corporation  
 Lockheed Martin Co.  
 Lucent Technologies Inc.  
 Microsoft Corporation  
 Nextel Communications  
 Unisys Corporation  
 Xerox Corporation

### **Pharmaceutical Companies (*Fortune 500*) in Metro Atlanta with Domestic Partner Healthcare Benefits**

Abbott Laboratories  
 Bristol-Myers Squibb Co.  
 Dow Chemical Co.  
 DuPont (E.I. duPont de Nemours)  
 Eli Lilly & Co.  
 Johnson & Johnson  
 Merck & Co., Inc.  
 Pfizer Inc.  
 Procter & Gamble Co.

## **Regional Healthcare Companies with Domestic Partner Healthcare Benefits**

Geisinger Health System (West Virginia, Maryland, Pennsylvania)  
 HCA- Hospital Corporation of America (*Fortune 500* company)  
 Medtronic Inc. (*Fortune 500* Company)

## **Media Companies in Metro Atlanta and Vicinities with Domestic Partner Healthcare Benefits**

### Newspapers

Atlanta Business Chronicle  
 The Atlanta-Journal Constitution (*Fortune 500*)  
 The Times (Gainesville, Ga.)  
 Macon Telegraph (Macon, Ga.)

### Television and Telecommunications

Cingular Wireless (*Fortune 500*)  
 CNN (Cable News Network) (*Fortune 500*)  
 Cox Communications (*Fortune 500*)  
 Time Warner Inc. (*Fortune 500*)  
 WAGA-TV  
 WATL-TV  
 WGCL-TV (Channel 46)  
 WMAZ-TV (Macon, Ga.)  
 WSB-TV  
 WXIA-TV

### Radio

WAOK-AM  
 WCNN-AM  
 WDWD-AM  
 WJZF-FM  
 WKHX-FM  
 WSB-AM  
 WSB-FM  
 WVEE-FM  
 WYAY-FM  
 WZGC-FM

## **Other Regional *Fortune 500* Businesses and Corporations with Domestic Partner Healthcare Benefits, as of 2006.**

Aetna Inc.  
 Allstate Corporation  
 American Express Company  
 AT&T Corporation  
 AT&T Inc.  
 Avon Products  
 Bank of America Corporation

Barnes & Noble Inc.  
 Charles Schwab Corporation  
 Chevron Corporation  
 CIGNA Corporation  
 Eastman Kodak Co.  
 Federated Department Stores  
 Ford Motor Co.  
 General Electric Co.  
 General Mills Inc.  
 General Motors Corp.  
 Guidant Corporation  
 HealthNet, Inc.  
 Hilton Hotels Corporation  
 MBNA Corporation  
 McDonald's Corporation  
 Merrill Lynch & Co.  
 Office Depot Inc.  
 PepsiCo Inc.  
 Quest Diagnostics Inc.  
 Starbucks Corporation  
 SunTrust Banks Inc.  
 Target Corporation  
 Teachers Insurance and Annuity Association- College Retirement Equities Fund  
 United Parcel Service Inc.  
 Wachovia Corporation  
 Walgreens Co.  
 Well Point, Inc.  
 Weyerhaeuser Co.  
 Yahoo! Inc.

**Georgia-Based Businesses with Domestic Partner Healthcare Benefits,  
as of 2007.**

A V L Scientific Corp., Roswell, GA  
 Aaron's Concessions, Atlanta, GA  
 AGL Resources, Inc., Atlanta, GA  
 Alstopn & Bird LLP, Atlanta, GA  
 ALTA Language Services, Inc., Atlanta, GA  
 American Cancer Society, Atlanta, GA  
 American Material Handling, Inc., Atlanta, GA  
 Argenbright Security Inc., Atlanta, GA  
 Atlanta Gas & Light, Atlanta, GA  
 Atlanta Labor Council, Atlanta, GA  
 Back Associates, Inc. Atlanta, GA  
 Bell Northern Research, Norcross, GA  
 BellSouth Corp., Atlanta, GA  
 BlueCross BlueShield of Georgia, Atlanta, GA.

Box Office Tickets, Inc., Atlanta, GA  
 CSG Advisors Inc., Alpharetta, GA  
 Chamberlin Edmonds & Associates Inc., Atlanta, GA  
 Collins & Aikman Floorcoverings Inc. (C&A Floorcoverings, Inc)  
     dba Tandus, Dalton, GA  
 Cox Enterprises, Atlanta, GA  
 DS Waters of America (dba Sierra Springs), Atlanta, GA  
 EarthLink Inc., Atlanta, GA  
 Educational Visions Inc., Atlanta, GA  
 Federal Reserve Bank of Atlanta, Atlanta, GA  
 GE Energy, Atlanta, GA  
 Gray Consulting, Atlanta, GA  
 Heery International Inc., Atlanta, GA  
 Immucor, Inc., Norcross, GA  
 Indus International, Atlanta, GA  
 ING North America Insurance Corp., Atlanta, GA  
 Justice Packaging Corporation, St. Simons Island, GA  
 Kilpatrick Stockton LLP, Atlanta, GA  
 King & Spalding, Atlanta, GA  
 Media Managements Systems Inc., Stone Mountain, GA  
 Mirant Corporation, Atlanta, GA  
 Momar Inc., Atlanta, GA  
 National Revenue Corporation (subsidiary of Risk Management Alternatives),  
     Duluth, GA  
 Newell Rubbermaid Inc. Atlanta, GA  
 Northstar Vinyl Products Llc. Kennesaw, GA  
 Polydyne Inc., Riceboro, GA  
 Powell Goldstein LLP, Atlanta, GA  
 Radiant Systems Inc., Alpharetta, GA  
 Randstad Staffing Services Inc., Atlanta, GA  
 Ritz Carleton Hotels, Atlanta, GA  
 S 1 Corp., Atlanta, GA  
 Siemens Energy & Automation Inc., Alpharetta, GA  
 Sutherland Asbill & Brennan LLP, Atlanta, GA  
 Troutman Sanders LLP, Atlanta, GA  
 Turner Broadcasting System, Inc., Atlanta, GA  
 Unisource, Norcross, GA  
 Unisplint Corp., Norcross, GA  
 Worldspan Technologies Inc. Atlanta, GA

*Sources:*

*Human Rights Campaign Foundation, "2007 Corporate Equality Index."*  
*Human Rights Campaign Foundation, "State of the Workplace Report, 2007,"*  
     *Appendix: Policies at Fortune 500 Companies.*  
     *Appendix: Private Sector in Georgia*





The University of Georgia

Human Resources

### Declaration of Domestic Partnership

Office use only	
Rec'd	_____
F/S/S ver	_____
UGAC ofc	_____
F/S/S	_____

Name of <input type="checkbox"/> UGA faculty/staff member <input type="checkbox"/> UGA student (check one)		
_____	_____	_____
Last	First	MI

Name of partner <input type="checkbox"/> UGA faculty/staff <input type="checkbox"/> UGA student <input type="checkbox"/> Neither (check one)			
_____	_____	_____	_____
Last	First	MI	

by our signatures on page 2, we each certify and declare we are each other's sole domestic partner as described below.

- We are both **at least eighteen (18) years old** and mentally competent to consent to a civil contract; and
- We are not acting under force or duress; and
- Neither of us is married to or legally separated from any other person and neither of us is engaged in another domestic partnership; and
- We are not related by blood or marriage to a degree of closeness that would prohibit legal marriage in the state in which we reside; and
- We have shared residence or financial interdependence for **at least three (3) months** and intend to reside together indefinitely; and
- We are engaged in a committed relationship of mutual caring and support and are jointly responsible for our common welfare; and
- We share joint responsibility for our common welfare, living expenses, and financial obligation as provided by applicable law.
- **We agree to provide documentation proving our partnership if requested by the University of Georgia.** Joint responsibility of each other's common welfare and financial obligations may be demonstrated by the existence of **at least three** of the following:
  - a. Qualifying domestic partnership agreement. NOTE: A qualifying domestic partnership agreement is a legally binding agreement between two individuals creating personal and financial interdependence (i.e., joint and several liability for each other's debts and expenses, responsibility for mutual care, etc.)
  - b. Co-parenting agreement
  - c. Adoption agreement
  - d. Joint deed, mortgage agreement, or lease
  - e. Joint ownership of a motor vehicle
  - f. Joint bank account
  - g. Joint credit card account or other liability
  - h. Designation of domestic partner as a primary beneficiary for life insurance
  - i. Designation of domestic partner as a primary beneficiary of retirement contract
  - j. Designation of domestic partner as a primary beneficiary in will
  - k. Durable property or health care power of attorney

#### Acknowledgements by the partners:

1. We understand that a civil action may be brought against one or both of us for any losses (including attorney's fees and costs) due to any false statement contained in this Declaration or for failure to notify the University of Georgia of changed circumstances as required in the "Termination" section on page 2. The undersigned faculty/staff/student further understands that falsification of information in this Declaration or failure to notify the University of Georgia of changed circumstances as described below may lead to disciplinary action, including discharge from employment (for faculty/staff) or suspension or expulsion (for students).
2. We have provided information in this Declaration for use by the University of Georgia for the sole purpose of determining our eligibility for certain UGA services. We understand and agree the University of Georgia is not legally required to extend such services to domestic partners and the University of Georgia may change or terminate these services in its discretion without consent of any faculty or staff member, student, or groups of faculty or staff members or students.
3. We understand the information provided in this Declaration will be treated as confidential by the University of Georgia but will be subject to disclosure upon the express written authorization of the undersigned individuals or if otherwise required by law.
4. We understand this Declaration may have legal implication relating, for example, to our ownership of property. We understand that before signing this Declaration we should seek competent legal and tax advice concerning such matters. We acknowledge that the University of Georgia has provided us with no advice in this regard.

Continue to page 2



### Declaration of Domestic Partnership

◀ Continued from page 1

#### Process for termination of domestic partnership

If there is any change in the domestic partnership status that makes this *Declaration* invalid or erroneous, the faculty/staff/student must submit to the University of Georgia a written *Termination of Domestic Partnership*. The faculty/staff/student shall provide such written notice **within thirty (30) days** of such a change. The faculty/staff/student understands that another *Declaration of Domestic Partnership* may not be filed **until 90 days** after the date the relationship ends as indicated on the *Termination of Domestic Partnership*.

The faculty/staff/student understands that termination of services obtained as a result of this *Termination* will be effective on the last day of the month during which the domestic partnership ends. Receipt by the University of Georgia of a *Termination of Domestic Partnership* from either partner shall be deemed conclusive evidence of the termination of the domestic partnership status for purposes of these services. In the event more than one such *Termination of Domestic Partnership* is provided with conflicting dates of termination of domestic partnership, the University of Georgia shall rely on the document with the earlier date.

We affirm, under penalty of perjury, the statements in this Declaration are true and correct and we agree to the terms therein.

_____ Faculty/staff/student signature	_____ Date	_____ Domestic partner signature	_____ Date
_____ Faculty/staff/student printed name	_____ Date of birth	_____ Domestic partner printed name	_____ Date of birth
_____ Faculty/staff/student complete home address		_____ Domestic partner complete home address	
_____ Faculty/staff SSN      or      student ID #			
_____ Faculty/staff/student email address or phone (REQUIRED)			

✓ After receiving the *Declaration of Domestic Partnership*, Human Resources will contact the faculty/staff/student the next business day via email to communicate the next steps in accessing campus services. Please wait for the email communication from HR before attempting to obtain services.

**Faculty/staff/students**, mail or deliver this completed, signed form to: University of Georgia  
Employee Benefits  
Human Resources Bldg.  
215 S. Jackson St.  
Athens, GA 30602

Questions?  
Call 706-542-2222

## **Declaration of Domestic Partnership**

### **Declaration of Domestic Partner Status**

We, \_\_\_\_\_, employee, and \_\_\_\_\_, domestic partner, each certify and declare that we are each other's sole domestic partner as set out below.

We are both at least eighteen (18) years old and mentally competent to consent to a civil contract; and

We are not acting under force or duress; and

Neither of us is married to or legally separated from any other person and neither of us is engaged in another domestic partnership; and

We are not related by blood or marriage to a degree of closeness that would prohibit legal marriage in the state in which we reside; and

We are engaged in a committed relationship of mutual caring and support and are jointly responsible for our common welfare; and either

We are jointly responsible for our assets and debts as provided by applicable law; or

We have executed a written agreement or civil contract, which defines our domestic partnership and our liabilities with respect to our assets and debts.

### **Termination of Domestic Partnership**

The employee has an obligation to ensure that the Human Resources Department of Georgia Institute of Technology receives a written Declaration of Termination of Domestic Partnership, if there is any change in the domestic partnership status that makes this Declaration invalid or erroneous. Notice shall be provided to the Department within thirty (30) days of such change.

The employee understands that termination of benefits coverage obtained as a result of this Declaration will be effective on the last day of the month during which the domestic partnership ends or at such time as coverage terminates in accordance with the terms and conditions of applicable policies. Receipt by Georgia Institute of Technology of a Declaration of Termination of Domestic Partnership from either partner shall be deemed conclusive evidence of the termination of the domestic partnership status for purposes of this benefit. In the event that more than one such Declaration of Termination of Domestic Partnership is provided with conflicting dates of termination of domestic partnership, Georgia Institute of Technology shall rely on the document with the earlier date.

*(continued)*

