

**Summary of Benefits Available to Same Sex Domestic Partners
September 2010**

Recently, President Obama issued several memorandums encouraging the Office of Personnel Management and Executive Agencies to provide the same benefits to same sex domestic partners as those provided to spouses. To assist JSC employees in understanding what this means for you, we've provided this summary of benefits available to JSC employee's spouses and domestic partners.

| Benefit | Domestic Partner Eligible? | Details |
|------------------------------------------------|----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| JSC-Specific Benefits | | |
| JSC Employee Activity Association (EAA) Events | Yes | JSC EAA 's goal is to bring together JSC employees and their families through social events, children's parties, and special interest clubs. |
| Gilruth Sports Leagues | Yes | Employees, friends and families 16 years or older may participate in basketball, flag football, soccer, softball and volleyball leagues . |
| Gilruth Facilities | Yes | Gilruth is updating policy to include domestic partners in the definition of family member. Spouses, domestic partners and dependents age 16-23 will be eligible for membership. |
| Family Support Badges | Yes | Family Support Badges are available for spouses, dependent children (16 years or older), or other household members of JSC employees. |
| Employee Assistance Program | Yes | The EAP is a resource that offers confidential evaluation, counseling, education, and referral services to JSC employees, on-site contractors and their families. |
| JSC Federal Credit Union | Yes | Membership to the JSCFCU is available to JSC employees . You may also be eligible to join if you are an immediate family member or live in the same household as a current JSC FCU member. |
| Leave Programs | | |
| Sick Leave | Yes | <p>Sick leave policies allow you to use up to 104 hours (13 workdays – prorated for part-time employees) of sick leave each leave year to:</p> <ul style="list-style-type: none"> • Provide care for a family member who is incapacitated by a medial or mental condition • Provide care for a family member during or as a result of medical, dental, or optical examination or treatment • Make arrangements necessitated by the death of or to attend the funeral of a family member • You may use up to 480 hours (prorated for part-time employees) each leave year to provide care for a family member with a serious health condition <p>Family members are considered an individual with any of the following relationships:</p> <ul style="list-style-type: none"> • Your spouse and his/her parents • Your sons and daughters (including adopted children) and their spouses • Parents and their spouses |

| | | |
|-----------------------------------------|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | <ul style="list-style-type: none"> • Brothers and sisters and their spouses • Grandparents, grandchildren and their spouses • Domestic partner, including domestic partners of any individual listed above • Any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship. |
| Advanced Sick Leave | Yes | <p>You may request advanced sick leave for the care of a Family member with a serious health condition. Family members are considered an individual with any of the following relationships:</p> <ul style="list-style-type: none"> • Your spouse and his/her parents • Your sons and daughters (including adopted children) and their spouses • Parents and their spouses • Brothers and sisters and their spouses • Grandparents, grandchildren and their spouses • Domestic partner, including domestic partners of any individual listed above • Any individual related by blood or whose close association with you is the equivalent of a family relationship. |
| Family Medical Leave Act (FMLA) | No | <p>The FMLA entitles you to up to 12 workweeks (prorated for part-time employees) of unpaid leave during any 12-month period for:</p> <ul style="list-style-type: none"> • Birth of a son or daughter of the employee and the care of such son or daughter • Placement of a son or daughter with the employee for adoption or foster care • Care of a family member with a serious health condition • Your serious health condition which prevents you from performing the essential functions of your position <p>Family members are considered an individual with any of the following relationships:</p> <ul style="list-style-type: none"> • Biological parent or individual who stood in loco parentis to an employee • Son or daughter under 18 years of age • Son or daughter 18 years or older who is incapable of self-care or child for whom the employee stands in loco parentis because of a mental or physical disability • Spouse as defined in the Defense of Marriage Act |
| Voluntary Leave Transfer Program (VLTP) | Yes | <p>You may request to become a leave recipient of donated leave, due to a personal or family medical emergency that will require you to exhaust all of your accrued annual and sick leave. Family members are considered an individual with any of the following relationships:</p> <ul style="list-style-type: none"> • Your spouse and his/her parents • Your sons and daughters (including adopted children) and their spouses • Parents and their spouses • Brothers and sisters and their spouses |

| | | |
|-------------------------------------------------------------------------------------------------------|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | <ul style="list-style-type: none"> • Grandparents, grandchildren and their spouses • Domestic partner, including domestic partners of any individual listed above • Any individual related by blood or whose close association with you is the equivalent of a family relationship. |
| Leave Without Pay | Yes | <p>You may use up to 24 hours of leave without pay to handle routine education and medical needs of your family. Examples include:</p> <ul style="list-style-type: none"> • Attending school functions, such as parent-teacher conferences and volunteer activities • Accompanying children to medical and dental appointments • Caring for elderly relatives, including attending routine appointments and arranging for housing or food needs. |
| Insurance & Retirement Programs | | |
| Federal Employees Health Benefits (FEHB) & Federal Employees Dental/Vision Insurance Program (FEDVIP) | No | <p>Coverage is available to family members as defined in the Code of Federal Regulations. Eligible family members include:</p> <ul style="list-style-type: none"> • Your spouse • Unmarried dependent children under age 22, including: <ul style="list-style-type: none"> • Legally adopted children • Stepchildren • Foster children, if they live with you in a regular parent/child relationship • Under certain conditions, unmarried dependent children over age 22 may qualify if they are incapable of self-support because of a mental or physical incapacity which existed before age 22 |
| Federal Employees Group Life Insurance (FEGLI) | No | <p>Coverage is available for your current spouse and any unmarried, dependent children under the age of 22. Coverage for domestic partners is currently not available, however, domestic partners may be named as beneficiaries in your policy.</p> |
| Thrift Savings Plan | N/A | <p>You can name a domestic partner as a beneficiary of your Thrift Savings Plan in the event of your death.</p> |
| Federal Long-Term Care Insurance (LTCI) | Yes | <p>New change as of June 2010 allows same sex domestic partners of eligible Federal employees to apply for coverage under the LTCI Program.</p> |
| Federal Retirement Death Benefit | No | <p>In the event of your death, your domestic partner is eligible to receive lump-sum payments for your Federal retirement (if named as a beneficiary), however, they are not currently eligible to receive a survivor annuity or the basic death benefit.</p> |
| NASA Employee Benefits Association (NEBA) | Yes | <p>New change as of July 2009 allows you to cover your domestic partner. Contact MetLife at 800-GET-MET 8 for more information.</p> |
| Federal Employees | No | <p>FECA provides compensation benefits to Federal employees for work-related injuries or illnesses</p> |

| | | |
|---------------------------------------------------------------------------------------|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Compensation Act (FECA) – Death Benefit | | and to their surviving dependents if a work-related injury or illness results in the employee’s death. Dependents are defined as: widow, widower, parent, brother, sister, child and grandchild per definitions . |
| Flexible Spending Accounts | Yes | Medical expenses incurred by your domestic partner are eligible for reimbursement through the Flexible Spending Account Program if your partner is considered your dependent per IRS regulations. Contact FSAFeds for further information. |
| Other Benefits | | |
| Permanent Change of Station (PCS) and Temporary Change of Station (TCS) Move Benefits | No | Relocation and travel for federal employees and their families. Family members are defined in the Federal Travel Regulations as any of the following members of the employee's household at the time he/she reports for duty at the new permanent duty station or performs other authorized travel involving family members: <ul style="list-style-type: none"> • Spouse • Children of the employee or employee's spouse who are unmarried and under 21 years of age or who, regardless of age, are physically or mentally incapable of self-support. (The term “children” shall include natural offspring; stepchildren; adopted children; grandchildren, legal minor wards or other dependent children who are under legal guardianship of the employee or employee's spouse; and an unborn child(ren) born and moved after the employee's effective date of transfer.) • Dependent parents (including step and legally adoptive parents) of the employee or employee's spouse • Dependent brothers and sisters (including step and legally adoptive brothers and sisters) of the employee or employee's spouse who are unmarried and under 21 years of age or who, regardless of age, are physically or mentally incapable of self-support. |
| Death Counseling for Survivors | Yes | NASA Shared Services Center (NSSC) Benefits Counselors will travel to assist any beneficiary, regardless of the existence of a legal relationship. |

References:

- Presidential Memorandum for Heads of Executive Departments and Agencies - Federal Benefits and Non-Discrimination (June 17, 2009)
- Presidential Memorandum for Heads of Executive Departments and Agencies - Extension of Benefits to Same-Sex Domestic Partners of Federal Employees (June 2, 2010)
- OPM Memorandum for Heads of Executive Departments and Agencies - Implementation of the POTUS Memo regarding the Extension of Benefits to Same-Sex Domestic Partners (June 2, 2010)
- NASA Personnel Bulletin - Implementation of the President’s Memorandum Regarding Extension of Benefits to Same-Sex Domestic Partners of Federal Employees (June 23, 2010)
- NASA Personnel Bulletin - Definition Changes under Absence and Leave Programs (July 2, 2010)