



STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

Department of Administration

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## BENEFITS BULLETIN

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**To:** Agency Personnel Officers

**From:** Deb Blair

**Date:** July 6, 2006

**Re:** **Domestic Partners – COBRA and FMLA**

A law was enacted on June 28, 2006, that requires the state to offer COBRA extended health insurance to domestic partners and to provide Family and Medical Leave Act (FMLA) benefits for care of domestic partners.

Therefore, effective June 28, 2006, COBRA continuation coverage will be offered to domestic partners of employees and job protection rights for leaves to care for family members granted pursuant to the Family and Medical Leave Act (FMLA) will be applicable to domestic partners of state employees.

