



Dependent Definitions:

1. Same gender domestic partner means an adult, at least 18 years of age:
 - a. with whom the employee has shared an exclusive, committed relationship with that same person for at least one year prior to enrollment with the intent for the relationship to last indefinitely; and
 - b. who is not related to the employee by blood to a degree that would prohibit marriage; and
 - c. neither the employee nor partner is married to another person.
2. An employee's, spouse's, or same gender domestic partner's unmarried children, including biological, legally adopted, step, legally placed in foster care or for adoption, or a minor child for whom the employee has a court order granting allocation of parental responsibility (legal custody) that specifies responsibility for health insurance. Each dependent child must be:
 - a. a tax-qualified dependent, as defined by law, through the end of the month in which the child turns 26;
 - b. a tax-qualified dependent any age with a permanent physical or mental disability;
 - c. a non tax-qualified dependent under age 25 that either has the same legal residence as the employee or is financially dependent upon the employee.
3. Excluded are ex-spouses and same gender domestic ex-partners and their children, opposite gender domestic partners, parents, grandparents and grandchildren, siblings, aunts and uncles, nieces and nephews, cousins, and any other relatives or non-relatives in the household, unless qualified under A or B above.

Required Dependent Verification Documentation

Spouse:

- Registered Marriage certificate **AND**
- A document dated within the last 60 days showing current relationship status, such as a joint household bill or joint bank/credit account, etc. The documents must be dated within the last 60 days and list your spouse's name at your mailing address.

Civil Union Partnership:

- A copy of the Civil Union Certificate received from the County Clerk and Recorder or a record of the Civil Union received from the State Registrar as presumptive evidence of the Civil Union **AND**
- A document dated within the last 60 days showing current relationship status, such as a joint household bill or joint bank/credit account, etc. The documents must be dated within the last 60 days and list your partner's name at your mailing address.

Common-law Spouse:

- Common-law affidavit **AND**
- A document dated within the last 60 days showing current relationship status, such as a joint household bill or joint bank/credit account, etc. The documents must be dated within the last 60 days and list your spouse's name at your mailing address

Same Gender Domestic Partner:

- SGDP affidavit **AND**
- A document dated within the last 60 days showing current relationship status, such as a joint household bill or joint bank/credit account, etc. The documents must be dated within the last 60 days and list your partner's name at your mailing address

Children:

- A registered copy of the child's birth certificate or adoption certificate, naming you or your spouse/SGDP/Civil Union Partner as the child's parent **OR**
- Appropriate custody or allocation of parental responsibility naming you or your spouse/SGDP or Civil Union Partner as the responsible party to provide insurance for the child.

***** NOTE: If this is the child of the Common law spouse, a Civil Union Partner, a step parent or a Same Gender Domestic Partner, please note that the relationship between the two adults must also be established and verified even if you are not covering them on any of your benefits.*****