

APPENDIX 1

Dependent Definitions & Document Requirements

Dependent Relationship	Definition of an eligible dependent	Document Requirements				
Spouse	Your Legal Spouse (does not include common law spouse)	Copy of Marriage Certificate as on file with the state/county	AND	Copy of a current financial or residential document listing both the employee and spouse as proof of current relationship status		
Children	Natural born child to age 26	Copy of child's birth certificate confirming the parent/child relationship				
Adopted	Child up to age 26	Copy of adoption papers with court seals				
Step-Children	Step-children under age 19 who depend on the employee for support and maintenance and who live with the employee in a normal parent-child relationship. For step children over the age of 19, proof of current relationship status is not necessary	Copy of child's birth certificate confirming the parent/child relationship	AND	Copy of Marriage Certificate as on file with the state/county	AND	Copy of a current financial or residential document listing both the employee and spouse as proof of current relationship status
Legal Guardianship/ Custody	Child up to age 26	Copy of legal guardianship papers with court seals				
Disabled Dependents	Child who depends on the employee for support as they are unable to support themselves due to a mental or physical disability. The condition must have existed prior to age 26.	Copy of child's birth certificate confirming the parent/child relationship	AND	Written approval of disability status from current health care vendor		