

Dependent Definitions & Document Requirements

Dependent Relationship	Definition of an Eligible Dependent	Document Requirements		
Spouse	Your eligible spouse as recognized under the laws of the state where you live	A copy of your marriage certificate	AND	A copy of the front page of your 2010 or 2011 filed federal tax return confirming this dependent as a spouse, or a document dated within the last sixty (60) days showing current common finances
Child*	Your child from birth to age 28	Copy of child's birth certificate confirming the parent/ child relationship		
Disabled Dependent	Your child age 26 or older who cannot work to support themselves due to mental retardation or physical or mental handicap	Copy of child's birth certificate confirming the parent/ child relationship	AND	A copy of the front page of your 2010 or 2011 filed federal tax return confirming this child as a dependent
Domestic Partner – Married Same Sex	Your eligible spouse is recognized as married for Federal Tax purposes if your marriage occurred in a state or jurisdiction where same sex marriage is recognized**	A copy of your marriage certificate	AND	A copy of the front page of your 2010 or 2011 filed federal tax return confirming this dependent as a spouse, or a document dated within the last sixty (60) days showing current common finances
Domestic Partner	Your eligible registered same or opposite sex domestic partner.	An Affidavit of Domestic Partnership	AND	Documentation dated within the last sixty (60) days establishing current relationship status such as a joint household bill, joint bank/credit account, joint mortgage/lease, or insurance policies OR documentation dated within the last sixty (60) days establishing current common residency

* A *child* is defined as a natural blood related child, step-child, child of your registered domestic partner, legally adopted child or child placed with the employee for adoption, child for which the employee or employee's spouse has permanent legal custody or legal guardianship or any child for whom you are required by a Qualified Medical Child Support Order to provide health care coverage.

** Currently, the following recognize same sex marriages: California, Connecticut, Delaware, Iowa, Maine, Maryland, Massachusetts, Minnesota, New Hampshire, New Jersey, New York, Rhode Island, Vermont, Washington, District of Columbia, several counties in New Mexico and six Native American Tribal jurisdictions.