

Eligibility Definition and Documentation Required For:					
Dependent Type	Definition	Healthcare	Dental and Vision	Flexible Spending	Tuition Benefits
Spouse	Legally Married	Marriage Certificate AND One form of documentation establishing current marital status such as joint household or utility bill, joint bank account, joint lease, etc. OR Front page of your jointly filed federal tax return for most current year	Marriage Certificate AND One form of documentation establishing current marital status such as joint household or utility bill, joint bank account, joint lease, etc. OR Front page of your jointly filed federal tax return for most current year	Marriage Certificate AND One form of documentation establishing current marital status such as joint household or utility bill, joint bank account, joint lease, etc. OR Front page of your jointly filed federal tax return for most current year	Marriage Certificate AND One form of documentation establishing current marital status such as joint household or utility bill, joint bank account, joint lease, etc. OR Front page of your jointly filed federal tax return for most current year
Additional Eligible Adult	Must meet all criteria of the AEA Agreement*	Completed AEA Affidavit	Completed AEA Affidavit	N/A	N/A
Child Under 19	Your child (birth, step, or adopted)	Birth Certificate or Adoption decree naming you as the child's parent OR Front page of your federal tax return for most current year showing enrolled dependent	Birth Certificate or Adoption decree naming you as the child's parent OR Front page of your federal tax return for most current year showing enrolled dependent	Birth Certificate or Adoption decree naming you as the child's parent OR Front page of your federal tax return for most current year showing enrolled dependent. ** NOTE: Child must be under age 13 to be eligible as dependent under Dependent Care FSA.	Birth Certificate or Adoption decree naming you as the child's parent OR Front page of your federal tax return for most current year showing enrolled dependent
Child 19-25	Your child (birth, step, or adopted)	Birth Certificate or Adoption decree naming you as the child's parent OR Front page of your federal tax return for most current year showing enrolled dependent	Birth Certificate or Adoption decree naming you as the child's parent AND A signed affidavit verifying the child: (1) has not reached the end of the calendar year in which they turned 25, (2) is a full time student, (3) is unmarried, (4) lives primarily with you (unless temporarily away at school), and (5) you provide over 50% support OR Front page of your federal tax return for most current year showing enrolled dependent	Birth Certificate or Adoption decree naming you as the child's parent AND A signed affidavit verifying the child: (1) has not reached the end of the calendar year in which they turned 25, (2) is a full time student, (3) is unmarried, (4) lives primarily with you (unless temporarily away at school), and (5) you provide over 50% support OR Front page of your federal tax return for most current year showing enrolled dependent	Birth Certificate or Adoption decree naming you as the child's parent AND A signed affidavit verifying the child: (1) has not reached the end of the calendar year in which they turned 24, (2) is a full time student, (3) is unmarried, (4) lives primarily with you (unless temporarily away at school), and (5) you provide over 50% support OR Front page of your federal tax return for most current year showing enrolled dependent
Child to age 26	Your child (birth, step, or adopted)	Birth Certificate or Adoption decree naming you as the child's parent OR Front page of your federal tax return for most current year showing enrolled dependent	N/A	N/A	N/A
Child over age 26	Your child (birth, step, or adopted)	Birth Certificate or Adoption decree naming you as the child's parent AND A signed affidavit verifying the child: (1) was covered under this program at the end of the calendar year of their 25th birthday, (2) is a full time student, (3) is unmarried, (4) lives primarily with you (unless temporarily away at school), and (5) you provide over 50% support OR A signed affidavit verifying the child: (1) was covered under this program at the end of the calendar year of their 25th birthday, (2) is mentally or physically handicapped, (3) is dependent upon you for a majority of their support, and (4) are incapable of self-sustaining employment by reason of their mental or physical handicap; OR Front page of your federal tax return for most current year showing enrolled dependent	N/A	N/A	N/A

* this document does not constitute a contract or promise of coverage; refer to plan documents and bargaining unit contracts for official coverage definitions