

Benefits Overview

ELIGIBLE FAMILY MEMBERS

	Eligibility	May enroll in	Medical	Dental	Vision	Dependent Life	AD&D	Legal
Legal Spouse^{1,2}	Eligible		•	•	•	•	•	•
Domestic Partner¹ (same-sex/opposite sex) For opposite-sex domestic partners, either the employee or the domestic partner must be age 62 or older and eligible to receive Social Security benefits based on age or supplemental security income for aged individuals; Registered with the State of California or a substantially equivalent same-sex partnership established in another jurisdiction. A domestic partnership that has not been registered with the State of California must meet the following criteria to be a domestic partnership for UC Human Resources purposes: <ul style="list-style-type: none"> Parties must be each other's sole domestic partner in a long-term, committed relationship and must intend to remain so indefinitely Neither party may be legally married or be a partner in another domestic partnership Parties must not be related to each other by blood to a degree that would prohibit legal marriage in the State of California Both parties must be at least 18 years old and capable of consenting to the relationship Both parties must be financially interdependent Parties must share a common residence 	Age 18 or older	•	•	•	•	•	•	
Natural or adopted child, stepchild, domestic partner's child³	To age 26		•	•	•	•	•	•
Grandchild, step-grandchild, domestic partner's grandchild³ <ul style="list-style-type: none"> Unmarried Living with you Supported by you or your spouse/domestic partner (50% or more) Claimed as a tax dependent by you or your spouse/domestic partner 	To age 26		•	•	•	•	•	
Legal ward <ul style="list-style-type: none"> Unmarried Living with you (enrolled 1/1/95 or after) Supported by you or your spouse/domestic partner (50% or more) Claimed as your tax dependent (enrolled 1/1/95 or after) 	To age 18		•	•	•	•	•	

¹ The surviving family member of a deceased member cannot enroll a spouse or domestic partner (or their children/grandchildren).

² A legally separated or divorced spouse is not eligible for UC-sponsored coverage.

³ Domestic partner must be eligible for UC-sponsored health coverage.

ELIGIBLE FAMILY MEMBERS (CONTINUED)

	Eligibility	May enroll in	Medical	Dental	Vision	Dependent Life	AD&D	Legal
Overage disabled child (except a legal ward) of employee <ul style="list-style-type: none"> Unmarried Incapable of self-support due to a mental or physical disability incurred prior to age 26 Enrolled in a UC group medical plan before age 26 and coverage is continuous or, if you are a newly eligible employee with, or have newly acquired, a disabled child over age 26, the child must have had continuous group coverage since age 26 Chiefly dependent upon you, your spouse or eligible domestic partner for support (50% or more) Claimed as your, your spouse's or your eligible domestic partner's dependent for income tax purposes or eligible for Social Security income or Supplemental Security Income as a disabled person. The overage disabled child may be working in supported employment which may offset the Social Security or Supplemental Security Income Must be approved by the carrier before age 26 or by the carrier during your PIE if you are a newly eligible employee or if you newly acquire a disabled child over age 26 	Age 26 or older		•	•	•	•	•	•