

# Eligible Family Members

Family members eligible for coverage under your health and welfare benefits package (see page 3) may include one eligible adult and/or any eligible children.

## Eligible Adult

In addition to yourself, you may have only one eligible adult family member enrolled in your UC-sponsored plans:

- a legal spouse, **or**
- a domestic partner who meets the requirements noted in the chart below, **or**
- an adult dependent relative (if enrolled by 12/31/03).

If you cover an adult dependent relative on your medical, dental, and vision plans, you may not enroll your spouse in **any** UC-sponsored insurance plan.

**Reminder:** Your family member(s) are only eligible for the plan(s) for which you are eligible and in which you have enrolled (see “Health and Welfare Benefits Packages” on page 3).

## Eligible Adult

Family Member	Eligibility	Must be	Medical	Dental	Vision	Legal	AD&D	Dependent Life
Legal spouse (same-sex/opposite-sex) <sup>1, 2</sup>	Eligible	Legally married	•	•	•	•	•	•
Domestic partner (same-sex/opposite-sex) <sup>1</sup>	Age 18 or older	<ul style="list-style-type: none"> <li>• if opposite sex, either the employee or the domestic partner must be age 62 or older and eligible to receive Social Security benefits based on age</li> <li>• a domestic partnership registered with the State of California or a substantially equivalent partnership established in another jurisdiction (same-sex domestic partnership only) is a domestic partnership for UC HR/Benefits purposes. 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 HR/Benefits purposes:                             <ul style="list-style-type: none"> <li>– parties must be each other’s sole domestic partner in a long-term, committed relationship and must intend to remain so indefinitely</li> <li>– neither party may be legally married or be a partner in another domestic partnership</li> <li>– parties must not be related to each other by blood to a degree that would prohibit legal marriage in the State of California</li> <li>– both parties must be at least 18 years old and capable of consenting to the relationship</li> <li>– both parties must be financially interdependent</li> <li>– parties must share a common residence</li> </ul> </li> </ul>	•	•	•	•	•	•

<sup>1</sup> The surviving family members who are eligible for continuation of health and welfare benefits cannot enroll a spouse or domestic partner (or their children/grandchildren).

<sup>2</sup> A legally separated spouse is not eligible for UC-sponsored coverage.

## Eligible Child

You may enroll eligible children shown in the chart below.

Note that your disabled child aged 23 or older is still considered to be your eligible child and not an adult.

You may enroll your domestic partner's child or grandchild even if you do not enroll your partner; however, your partner must be eligible for UC-sponsored coverage and you must provide the appropriate documents to UC, if requested.

### Tax Dependency

In order to be eligible for UC-sponsored coverage, **your grandchild or step-grandchild must be claimed as a tax dependent by you or your spouse. Your domestic partner's child or grandchild must be claimed as a tax dependent by you or your domestic partner.** See the chart below for other

family members who must be claimed as your tax dependent.

### Custody Arrangements

If you have a custody arrangement where you and the other parent are responsible for 50 percent of a child's (stepchild or domestic partner's child) support, only those children listed as tax dependents on the tax return for you or your current spouse/domestic partner can be covered under UC-sponsored health plans.

For example, if you and the other parent share in the support of your stepson and stepdaughter and the custody agreement states you may claim your stepson and the other parent may claim your stepdaughter, **only** your stepson can be covered by UC-sponsored health plans. Even though you are responsible for a portion of the support for both children, only your stepson may be covered under UC-sponsored plans.

**Reminder:** Your family member(s) are only eligible for the plan(s) for which you are eligible and in which you have enrolled (see "Health and Welfare Benefits Packages" on page 3).

## Eligible Child

Family Member	Eligibility Must be	Medical	Dental	Vision	Legal	AD&D	Dependent Life
Natural or adopted child	To age 23 • unmarried	•	•	•	•	•	•
Stepchild	To age 23 • unmarried • living with you • supported by you or your spouse (50%+)	•	•	•	•	•	•
Grandchild or step-grandchild	To age 23 • unmarried • living with you • supported by you or your spouse (50%+) • claimed as a tax dependent by you or your spouse	•	•	•	•	•	•
Domestic partner's child or grandchild <sup>1</sup>	To age 23 • unmarried • living with you • supported by you or your domestic partner (50%+) • claimed as a tax dependent by you or your domestic partner	•	•	•	•	•	•
Legal ward enrolled 1/1/95 or after	To age 18 • unmarried • living with you • supported by you (50%+) • claimed as your tax dependent	•	•	•	•	•	•
Overage disabled child (except a legal ward) of employee	Age 23 or older • unmarried • living with you if not your natural or adopted child • enrolled in a group medical plan before age 23 with continuous coverage and the incapacity must have begun before age 23 • supported by you (50%+) and claimed as your 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 • incapable of self-support due to a mental or physical disability incurred prior to age 23 • must be approved before age 23 or by the carrier during the PIE for newly eligible employees	•	•	•	•	•	•

<sup>1</sup> Domestic partner must be eligible for UC-sponsored health coverage.