

LLNS Health and Welfare Plan Dependent Eligibility Chart

Eligible Adults

The following are eligible adults under the Plan unless otherwise provided under the terms of a fully-insured Benefit Program:

- Your legal spouse as defined under applicable federal law; or
- Registered Domestic partner
- Your adult dependent relative, who was eligible for UC welfare benefits as of December 31, 2003, and who, as of October 1, 2007 is on a list of grandfathered Adult Dependent Relatives provided to LLNS by UC.

In addition to yourself, you may have only one eligible adult family member enrolled in your LLNS-sponsored Benefit Programs. For example, if you cover an adult dependent relative on your medical and dental Benefits Programs, you may not also enroll your spouse or registered domestic partner in any LLNS-sponsored Benefit Program.

Eligible Children

Children who meet the criteria below are eligible for medical, dental, vision, dependent life, AD&D and legal benefits. Note that your disabled child age 26 or older is still considered to be your eligible child and not an adult dependent.

You may enroll your registered domestic partner's child up through age 26 even if you do not enroll your registered domestic partner; however, you must provide documentation of your registered domestic partnership through a state.

An employee whose dependent does not qualify for tax-free benefit coverage will be subject to "imputed" income on the value of the employer contributions for that dependent.

Child	Eligibility	Must Meet all applicable requirements
Natural, stepchild, placed for adoption or adopted child, or foster child	To age 26	
Registered Domestic partner's child	To age 26	<ul style="list-style-type: none"> ▪ Unmarried ▪ Living with you ▪ Supported by you or your registered domestic partner (50%+) ▪ Claimed as a tax dependent by you or your registered domestic partner
Legal ward	To age 18	<ul style="list-style-type: none"> ▪ Unmarried ▪ Living with you ▪ Supported by you (50%+) ▪ Claimed as your tax dependent
Overage disabled child (except a legal ward) of employee	Age 26 or older	<ul style="list-style-type: none"> ▪ Unmarried ▪ Living with if not your natural or adopted child ▪ Enrolled in a group medical benefit program before age 26 with continuous coverage ▪ Once eligible, continuous coverage under a LLNS group medical benefit program must be maintained for the overage dependent; if coverage is dropped, coverage is no longer available ▪ 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 26 as determined by the medical carrier ▪ Must be approved before age 26 or by the carrier during the Period of Initial Eligibility (PIE) for newly eligible employees