



Revised 9/4/2015

## DEFINITIONS AND REQUIRED DOCUMENTS

Review the following definitions to determine if your dependents are eligible for Foster Farms health coverage.

DEPENDENT TYPE	DEFINITION	REQUIRED DOCUMENTS
Spouse	Your current legal spouse as recognized by federal law. An ex-spouse or legally separated spouse is <u>not</u> an eligible dependent.	<p><b>The following documents:</b></p> <ul style="list-style-type: none"> <li>Legal Marriage Certificate</li> </ul> <p><b>AND one of the following:</b></p> <ul style="list-style-type: none"> <li>Proof of joint ownership of residence or other real estate</li> <li>Proof that employee and spouse are both listed on a lease or rental contract of a home, apartment or other property</li> <li>Utility bill listing both employee and spouse</li> <li>Page 1 and signature page of employee's prior year Federal Income Tax Return (1040, 1040A or 1040EZ) <b>as filed with the IRS</b> listing the spouse as dependent</li> <li>Page 1 and Certificate of Electronic Filing of employee's prior year Federal Income Tax Return (1040, 1040A or 1040EZ) <b>as filed with IRS</b> listing the spouse as dependent</li> </ul>
Domestic Partners	<p><b>You and your partner may be of the same or opposite sex and both of you must meet the following criteria:</b></p> <ul style="list-style-type: none"> <li>Both persons have a common residence although it does not have to be in both names (if residing in a state other than CA);</li> <li>Neither person is married to someone else nor is a member of another domestic partnership with someone else that has not been terminated, dissolved, or adjudged null and void;</li> <li>The two persons are not related by blood in a way that would prevent them from being married to each other in their state of residence;</li> <li>Both persons must be at least 18 years of age, except as provided in Section 297.1.</li> <li>Either of the following: <ul style="list-style-type: none"> <li>Both persons are members of the same sex.</li> <li>For opposite sex couples, one or both persons are 62 years of age or older and one or both are Social Security eligible;</li> <li>Both persons are capable of consenting to the domestic partnership</li> </ul> </li> </ul>	<p><b>One of the following documents:</b></p> <ul style="list-style-type: none"> <li>Notarized Affidavit of Domestic Partnership (available at the Foster Farms Benefits Department)</li> <li>Certificate of Registration of Domestic Partnership in State of Residence (where available—affidavit accepted in lieu of registration)</li> </ul> <p><b>AND one of the following to show <u>current</u> joint tenancy in all states except CA:</b></p> <ul style="list-style-type: none"> <li>Proof of joint ownership of residence or other real estate</li> <li>Proof that employee and domestic partner are both listed on a lease or rental contract of a home, apartment or other property</li> <li>Utility bill listing both employee and domestic partner</li> </ul>
Natural born (biological) child to age 26	A natural (biological) child of an employee, spouse or domestic partner.	<p><b>One of the following documents:</b></p> <ul style="list-style-type: none"> <li>The child's birth certificate</li> <li>Consular Report of Birth Abroad of a Citizen of the United States of America (FS-240) or</li> <li>Certification of Birth Abroad (FS-240)</li> </ul>
Adopted child to age 26	A child, of an employee, spouse or domestic partner, whom the employee has legally adopted or is in anticipation of a legal adoption.	<p><b>One of the following legal documents:</b></p> <ul style="list-style-type: none"> <li>Court documents signed by a judge showing that the employee has adopted the child</li> <li>International adoption papers from country of adoption</li> <li>Papers from the adoption agency showing intent to adopt</li> </ul>
Stepchild to age 26	A stepchild, the dependent's natural parent must still be married to, or in a domestic partnership with, the employee.	<p><b>The following documents:</b></p> <ul style="list-style-type: none"> <li>Marriage Certificate (indicating employee's spouse is married to employee); or Affidavit of Domestic Partnership; or Certificate of Registration of Domestic Partnership in CA</li> <li>Birth Certificate for child</li> </ul>
Child to age 26 for whom employee is court appointed guardian or was when child reached age 18	Any child for whom the employee is legal guardian in accordance with the laws of the state in which they reside.	<p><b>The following document:</b></p> <ul style="list-style-type: none"> <li>Court documents signed by a judge or provided by Child Protective Services verifying legal custody of the child</li> </ul>
Disabled dependent (26 years of age and older)	<p>A dependent that falls under one of the previously listed categories, and due to a mental or physical disability, is unable to earn a living. The dependent must be wholly dependent upon the employee for support and maintenance as defined by the Internal Revenue Code and may continue coverage only if covered under the plan prior to turning 26.</p>	<p><b>The required document(s) for <u>one</u> of the dependent categories as noted above, as proof that dependent is your child (biological child, adopted child, stepchild, etc.)</b></p> <p><b>And one of the following documents:</b></p> <ul style="list-style-type: none"> <li>A medical certificate of disability</li> <li>Notice of Determination from the Social Security Administration</li> </ul>
Child to age 26 subject to a Qualified Medical Child Support Order	A child who is named as an alternate recipient with respect to the employee under a Qualified Medical Child Support Order (QMCSO).	<p><b>One of the following documents:</b></p> <ul style="list-style-type: none"> <li>Court documents signed by a judge</li> <li>Medical support orders issued by a State agency</li> </ul>
Birth Certificates & Marriage Licenses: <a href="http://www.cdph.ca.gov">http://www.cdph.ca.gov</a> , <a href="http://www.sos.state.ca.gov">http://www.sos.state.ca.gov</a>		
For children born outside the United States: Department of State-- <a href="http://www.state.gov">http://www.state.gov</a>		