

# AUBURN UNIVERSITY

## 2013 Dependent Eligibility and Required Proof of Relationship

| Dependent                | Eligibility   | Required Documents   |
|--------------------------|---|--|
| <b>Spouse</b>            | <b>For all plans:</b> your spouse as recognized by the State of Alabama   | Marriage Certificate and one other *document to show marriage is still current   |
| <b>Common Law Spouse</b> | <b>For all plans:</b> Alabama recognizes common-law marriage with certain requirements, including capacity and an agreement to be husband and wife.   | An affidavit of Common Law Marriage and one other *document to show current capacity   |
| <b>Biological Child</b>  | <p><b>For the health plan:</b> your child under age 26 regardless of marital status or enrollment in school</p> <p><b>For all other plans:</b></p> <ul style="list-style-type: none"> <li>• An unmarried child under age 19 who is not enlisted in the military; or</li> <li>• An unmarried child age 19 to 24 while a full-time student in a state accredited school, not working full time and chiefly depending on the employee for support and who is not enlisted in the military; or</li> <li>• An unmarried, incapacitated child who (1) is age 19 and over; (2) is not able to support himself; and (3) depending on the employee for support and who is not enlisted in the military, if the incapacity occurred before age 19 (or 24 if a “full-time student”)</li> </ul> | <p>Birth Certificate of Child<br/><b>or</b><br/>Record of Live Birth issued by hospital for newborn<br/><b>and</b><br/>Marriage Certificate (as recognized by the State of Alabama) if covering step-child</p> |
| <b>Adopted Child</b>     | <p><b>For the health plan:</b> your child under age 26 regardless of marital status or enrollment in school</p> <p><b>For all other plans:</b></p> <ul style="list-style-type: none"> <li>• An unmarried child under age 19 who is not enlisted in the military; or</li> <li>• An unmarried child age 19 to 24 while a full-time student in a state accredited school, not working full time and chiefly depending on the employee for support and who is not enlisted in the military; or</li> <li>• An unmarried, incapacitated child who (1) is age 19 and over; (2) is not able to support himself; and (3) depending on the employee for support and who is not enlisted in the military, if the incapacity occurred before age 19 (or 24 if a “full-time student”)</li> </ul> | <p>Birth Certificate of the child<br/><b>and</b><br/>Valid court order of adoption<br/><b>or</b><br/>Valid pre-adoption placement order issued by a licensed child placement agency</p>                        |

\* In addition to a marriage certificate (or the signed affidavit for common law marriages), you must prove that the relationship is still current. Appropriate documentation may include a joint household bill, joint bank/credit account, joint mortgage or lease, or front page of your most recent jointly filed federal tax return (if applicable, with blacked out financial information) or front page of both individually filed federal tax returns both showing common current address.