Effective 11/1/2017

Dependent Documentation Requirements
The following documentation must be presented to Human Resources when adding a dependent.

1. Spouse
   - A copy of your marriage certificate or a signed affidavit of common law marriage **AND**
   - Documentation dated within the last 6 months confirming a current relationship status or establishing current joint residency (e.g., tax documents, joint household bill, joint bank/credit account, joint mortgage or lease, separate bills showing the same address) **You may blacken out any financial information.**

2. Dependent Children
   1. Biological, Adopted, or Legal Child
      - A copy of the child’s birth certificate, naming you and/or your spouse as the child’s parent, **OR** appropriate court order granting permanent legal custody/adoption decree naming you and/or your spouse as the child’s parent or legal guardian.
   2. Stepchild
      - A copy of the child’s birth certificate, naming your spouse as the child’s parent **AND** a copy of your marriage certificate as proof of the spouse’s relationship to the employee **OR**
      - A copy of the child’s birth certificate, naming your spouse as the child’s parent **AND** a signed affidavit of common law marriage as proof of the dependent’s relationship to the employee.
   3. Incapacitated Child Who is no Longer a Minor
      - A copy of the child’s birth certificate, naming you and/or your spouse as the child’s parent, **OR** an appropriate court order granting permanent legal custody or adoption decree naming you or your spouse as the child’s parents. **Note: If this incapacitated dependent is a stepchild, the documentation listed above for stepchildren will also be required. Eligibility is determined by BCBS and may require additional documentation and for certain standards to be met for approval.**