



# Benefits

health + life + balance

## Legacy Health Dependent Eligibility

Dependent	Description	Documentation
<b>Spouse</b>	Legal spouse  (Excludes common law spouse; if you are divorced or legally separated, your spouse is not eligible.)	Copy of state-certified marriage certificate  <b>OR</b> Copy of last year's tax filing listing dependent as your spouse
	<b>Domestic partner</b> Domestic partnership	Copy of state or county Certificate of Registered Domestic Partnership  <b>OR</b> Legacy Health Domestic Partnership Affidavit <b>AND</b> proof of joint financial responsibility within the previous 12-24 months (joint bank account, mortgage, lease, utility bill, or credit account)
<b>Children under age 26</b>	Biological child of you, your spouse, or your domestic partner	Copy of state-certified birth certificate or birth record listing employee or spouse as parent (marriage certificate or proof of domestic partnership may be required)  <b>OR</b> Copy of last year's tax filing listing dependent as your child
	Adopted or legal guardianship  (Legally adopted child or a child placed for adoption or legal guardianship with you, your spouse, or your domestic partner)	Copy of court documents showing date of adoption or legal guardianship
<b>Children age 26 and older with a physical or mental disability</b>	Child as defined above who has a physical or mental disability which existed prior to their 26th birthday	Disability must have existed before the child's 26th birthday  <b>AND</b> The attending physician must complete the Disabled Dependent Certification form
<b>Other</b>	If none of the situations above apply, the person is not considered an eligible dependent for Legacy Health benefits.	

Documentation verifying your dependent's eligibility is not required at the time of initial enrollment unless they are a disabled dependent age of 26 or older. Contact the Benefits Department for more information on covering your disabled dependent.

Legacy Health will conduct quarterly random audits of newly enrolled dependents who were not previously verified. If you fail to submit acceptable documentation upon request, or if your dependent is found to be ineligible for coverage, the benefits of that dependent will be cancelled at the end of the month in which the audit is conducted, and they will not be offered COBRA. If you would like to avoid being audited, visit the intranet for a list of eligible dependents and acceptable documentation. To submit documentation, you may upload documents to the [MyBenefits](#) page under the Employee File, fax to the Benefits Department at 503-415-5909, or email to the Benefits Department at [BenefitsDepartment@lhs.org](mailto:BenefitsDepartment@lhs.org).