

Definition of Eligible Dependents - Health/Dental Plans

Dependent

→ Dependent means the employee's spouse and unmarried dependent children as defined below.

Spouse

→ Shall mean a person of the opposite or same sex who is legally married to the employee.

Common Law Spouse/Domestic Partner

→ Shall mean a person of the opposite or same sex who has continuously resided with the employee for not less than one full year.

Children

→ Shall mean the employee's natural, adopted, stepchildren, or grandchildren (legal documentation must be provided) who are dependent upon the employee for financial care and support.

Such children must be:

- (a) unmarried;
- (b) unemployed; and
- (c) less than 21 years of age; or, if 21 years of age but less than 25 years of age, they must be attending an accredited educational institution, college or university on a fulltime basis.

The children of the employee's common-law spouse shall be covered provided the children are living with the employee.

An Overage Dependent Form is required each year for children over 21 and attending school. This form is located on the PSC website.

Special Dependents

→ Must be active on the plan on the date of request for disabled status. A "Special Dependent Questionnaire Form" for disabled dependents must be completed and returned to Medavie Blue Cross, Underwriters Division for approval. The dependent must have been on the plan on a full-time basis prior to applying if over age 21. This form is available on the PSC website.

Options for Acceptable Legal Documentation:

- A legal document (a document that has gone through the court system)
- A copy of the employee's income tax showing that they are claiming the child
- Provide proof that they are in receipt of the Child Tax Credit benefit for that child