

DEFINITIONS AND REQUIRED DOCUMENTS for UPI PLANS

DEPENDENT TYPE and DEFINITION	REQUIRED DOCUMENT(S)
<p><u>Spouse:</u> A current legal spouse as recognized by federal law. A legally separated or ex-spouse is not an eligible dependent.</p>	<p><u>ONE</u> of the following documents:</p> <ul style="list-style-type: none"> * Page 1 and signature page of participant's 2010 Federal Income Tax Return (1040, 1040A or 1040EZ) as filed with the IRS listing the spouse * Page 1 and Certificate of Electronic Filing of participant's 2010 Federal Income Tax Return (1040, 1040A or 1040EZ) as filed with the IRS listing the spouse <i>(please mask all personal financial data and Social Security Numbers)</i> <p><u>OR</u></p> <ul style="list-style-type: none"> * Marriage Certificate <p><u>AND one of the following to show current joint tenancy (document must be dated within the last 60 days):</u></p> <ul style="list-style-type: none"> * Proof of joint ownership of residence or other real estate * Proof that participant and spouse are both listed on a lease or share the rent of a home or other property * Joint ownership of a motor vehicle * Designation of the spouse as a primary beneficiary of the participant's life insurance, or retirement benefits * Utility bill listing both participant and spouse (or 2 separate utility bills, one listing the participant and one listing the spouse)
<p><u>Common Law Spouse:</u> A current professed marriage as husband and wife held out to the community and publicly acknowledged as married by common-law and agree to assume all legal responsibilities and duties of lawfully married persons. There is no legal impediment including, but not limited to, prior marriage of either party not having been legally terminated by death or divorce; and pursuant to any laws of the State of Colorado.</p>	<p><u>ONE</u> of the following documents:</p> <ul style="list-style-type: none"> * UPI Affidavit of Common Law Marriage * Certificate of Common Law Marriage <p><u>AND one of the following to show current joint tenancy (document must be dated within the last 60 days):</u></p> <ul style="list-style-type: none"> * Proof of joint ownership of residence or other real estate * Proof that participant and common law spouse are both listed on a lease or share the rent of a home or other property * Joint ownership of a motor vehicle * Designation of the common law spouse as a primary beneficiary of the participant's life insurance, or retirement benefits * Utility bill listing both participant and common law spouse (or 2 separate utility bills, one listing the participant and one listing the common law spouse)

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<p><u>Same Gender Domestic Partner</u> <u>(must be of the same gender as the participant):</u></p> <ul style="list-style-type: none"> * Engaged in an exclusive committed relationship with the participant for mutual support and benefit to the same extent as married individuals; * Share a residence with the participant currently and have done so for more than one year; * Jointly responsible with the participant for basic living expenses; * Not be married to any other person (nor can the participant be married to any other person); * Not related to the participant by blood to a degree of closeness that would prohibit marriage were the participant of the opposite sex. 	<p>The following document:</p> <ul style="list-style-type: none"> * UPI Affidavit of Same Gender Domestic Partnership <p><u>AND one of the following documents:</u></p> <ul style="list-style-type: none"> * Certificate of Committed Partnership issued through City and County of Denver * Certificate of Domestic Partnership issued through City of Boulder <p><u>AND one of the following to show current joint tenancy:</u></p> <ul style="list-style-type: none"> * Proof of joint ownership of residence or other real estate * Proof that participant and same gender domestic partner are both listed on a lease or share the rent of a home or other property * Utility bill listing both participant and same gender domestic partner (or 2 separate utility bills, one listing the participant and one listing the same gender domestic partner) * Joint ownership of a motor vehicle * Designation of the same gender domestic partner as a primary beneficiary of the participant’s life insurance, or retirement benefits.
<p><u>Child through the end of the month in which the child turns age 27:</u></p> <p>Marital status, student status, financial support and residency are no longer factors under the Affordable Care Act (ACT).</p> <p><u>Definition of a child:</u></p> <ul style="list-style-type: none"> * Biological child. * Legally adopted child. * Child legally placed for adoption or foster care. * Stepchild as long as the employee and parent are married. * Child of a same-gender domestic partner as long as the employee and partner are in a committed relationship. * Child for whom there is parental responsibility documents issued by the court. * Qualified Medical Child Support Order (QMCSO) 	<p>A copy of the child’s birth certificate or adoption certificate, naming you, your spouse, your common law spouse or your same gender domestic partner as the child’s parent</p> <p><u>OR</u></p> <ul style="list-style-type: none"> * Court documents signed by a judge for parental responsibility * Court documents signed by a judge showing QMCSO

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<p><u>Disabled child 27 years of age or older:</u> A physically or mentally disabled child who is 27 years of age or older and is:</p> <ul style="list-style-type: none"> * Unmarried * Not covered by other government programs; and * The child must have been continuously covered under the plan prior to turning age 27. * The child is wholly dependent upon the participant for support and maintenance. 	<p>A copy of the child’s birth certificate naming you, your spouse, your common law spouse or your same gender domestic partner as child’s parent,</p> <p><u>AND one of the following documents:</u></p> <ul style="list-style-type: none"> * A medical certificate of disability * Notice of Determination from the Social Security Administration