

# How Benefits Apply To Dependents

Benefit	Check Spouse and/or Domestic Partner if they:
Health Insurance	... can be added as dependents on the employee's Health plan.
Dental Insurance	... can be added as dependents on the employee's Dental plan.
Vision Insurance	... can be added as dependents on the employee's Vision plan.
Pension	... have access to all beneficiary distribution options <i>and</i> anyone can be named as a beneficiary.
Retirement	... have access to all beneficiary distribution options <i>and</i> anyone can be named as a beneficiary.
Bereavement Leave	... and, if included, their family are included in the definition of immediate family for whom an employee may take leave. <i>(To be equal, all included family members must be the same for both spouses and domestic partners.)</i>
Family Medical/Military Leave	... are included in the definition of immediate family for whom an employee may take leave. <i>(To be equal, all included family members must be the same for both spouses and domestic partners.)</i>
Parental Leave	... are considered to be a parent.
Employee Assistance Program	... are considered to be an eligible dependent.
Relocation and/or Travel	... are eligible for house-hunting trips and/or other relocation or travel benefits.
Discounts/Facilities/Events	... are eligible to participate in the employee's benefit.
Credit Union	... are eligible to participate in the employee's membership or establish an account.
Child Care	... can obtain care for their child.
Dependent Life Insurance	... and/or their children are recognized as an eligible dependent.
Short-Term/Long-Term Disability Insurance	... are eligible for training and/or survivor benefits.
Accidental Death & Dismemberment	... are eligible for training and/or survivor benefits.
Other	... can participate in the plan and/or benefit from it in some way.
Union	... have access to benefits through a collective bargaining agreement. When benefits are provided through a collective bargaining agreement, check both the Union line and the benefits above that are offered to union employees and/or their dependents.