



# SHEET METAL WORKERS' LOCAL UNION NO. 80

## FRINGE BENEFIT FUNDS

P.O. Box 1408 / Troy, MI. 48099-1408 / (248) 641-4980 (800) 400-7710

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### **DEPENDENT COVERAGE**

**Please read the following information carefully! This letter explains the necessary requirements and documentation needed to add dependents to your health care coverage. Please refer only to the situation which applies to you and forward the required information to the Benefit Office.**

SPOUSE - Coverage for a spouse can be provided for any eligible active participant. You are required to complete a *Vital Information Form* for the purpose of verifying any other active insurance coverage. When adding a new spouse to your policy a copy of your marriage certificate is required before coverage will be activated. **Please do not send original document(s).**

CHILDREN - The active participants' natural dependent children and legally adopted children are eligible to be added to your policy. When adding eligible dependents to your policy a copy of each child's birth certificate is required before coverage will be activated. **Please do not send original document(s).**

STEPCHILDREN - Please be advised stepchildren are not automatically eligible dependents. If you are 100% responsible for the stepchildren, and their non-custodial parent has relinquished all legal claims and rights to said children, please forward the child's birth certificate and the legal documents to the Benefit Office for review. If action has not been pursued by the dependent's custodial parent, the Fund cannot be responsible for their Primary Health Care coverage. However, you may submit for review, any legal documents such as a prior divorce decree, or a Paternity affidavit, a copy of your taxes showing you claim the child as a dependent. **Please do not send original document(s).**

DEPENDENTS AGE 19 – 26 - In accordance with the Patient Protection and Affordable Care Act (PPACA also known as Healthcare Reform) health care plans that offer coverage for dependent children must provide coverage for adult children of covered employees until the age of 26. It is no longer a requirement that a dependent child over the age of 19 be a full-time student. Therefore, your children may be eligible for coverage until they attain age 26, regardless of; their student or marital status; whether your home is their principal place of residence or whether you support them. A copy of the child's birth certificate must be submitted before coverage will be activated. **Please do not send original document(s).**

**By providing our office with any information regarding other insurance coverage your spouse and/or children may have in addition to the Sheet Metal Workers' Local 80 Health and Welfare Fund, you are doing your part in controlling the escalating costs of your Health Plan Benefits.**