

An eligible employee may enroll an individual over age 18 who shares a primary residence with the employee throughout the benefits coverage period, and either qualifies as a domestic partner or as a dependent under Section 152 of the Internal Revenue Code.

An individual qualifying as a domestic partner must be over age 18; has been sharing a primary residence with the employee throughout the coverage period; intends to remain in the partnership indefinitely; is not married to anyone; is not related to the employee by blood; and, is not eligible for Medicare benefits.

An individual qualifying as a dependent relative must be over age 18; has been sharing a primary residence with the employee at least 50% of the year; is not married; is not eligible for Medicare; and is not eligible for Medicare under Section 152 of the Internal Revenue Code; and is not eligible for Medicare.

The eligible employee and individual may apply during the annual open enrollment period, or within the first 30 days of their employment with the University.

You can contact the benefits unit of the benefits unit in human resources at 410 617-1365 for answers to additional questions.