

## **University Staff Benefits Eligibility** <sup>[1]</sup>

When enrolling your dependents for benefit coverage, you **MUST** submit documentation of eligibility for each dependent with your [Benefits Enrollment/Change Form](#) <sup>[2]</sup>.

If you do not provide the necessary documentation to verify eligibility for each dependent's coverage, your unverified dependents will not be enrolled in your benefit plans.

**Review the Dependent Eligibility Verification to learn if your dependents are eligible for coverage and, if so, find the required documentation you must submit.** <sup>[3]</sup>

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Individuals who are NOT eligible for university benefits include, but are not limited to, the employee's or spouse's/same-gender domestic partner's:

- parents, grandparents and great-grandparents
- siblings, nieces and nephews, aunts and uncles, and cousins
- grandchildren, and great-grandchildren
- ex-spouses
- renters, boarders, tenants, and employees
- any other individuals not listed in the eligible dependents definitions

When two members of a household are employed and/or retired with the University and/or University affiliates:

- You and your dependents cannot be covered as both an employee/retiree and a dependent for any University medical and/or dental plan.
- A retiree may be insured as both a retiree and a spouse of an active employee up to a maximum combined optional life insurance benefit of \$500,000.
- Each parent employee/retiree may enroll in different plans and may enroll different dependent children under his or her coverage.

**Groups audience:**  
Employee Services

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**Source URL:**<https://www.cu.edu/employee-services/benefits/university-staff-benefits-eligibility>

### **Links**

[1] <https://www.cu.edu/employee-services/benefits/university-staff-benefits-eligibility>

[2] <https://www.cu.edu/docs?text=Benefits%20Enrollment/Change%20Form&dept=All>

[3] <https://www.cu.edu/docs/dependent-eligibility-verification>