

## Review Benefits Eligibility

### Who's Eligible?

**For Main Line Health employees**, if you are:

- A regular full-time employee budgeted to work 36-40 hours per week
- An employee who works three out of four or four out of four weekends under the Benefit Eligible Weekend Program
- A regular part-time employee budgeted to work at least 16 hours per week

**For Main Line HealthCare employees**, if you are:

- A regular Main Line HealthCare part-time employee working in a Physician Practice budgeted to work at least 30 hours per week

**For Riddle employees**, if you are:

- A regular full-time employee budgeted to work 36-40 hours per week
- An employee who works three out of four or four out of four weekends under the Benefit Eligible Weekend Program
- A regular part-time employee budgeted to work at least 16 hours per pay (eligible for same level of coverage but not all coverage options)

**For Mirmont employees**, if you are:

- A regular full-time employee budgeted to work 40 hours per week
- A regular part-time employee budgeted to work 16-39 hours per week

**Your eligible dependents** (for all plans that offer dependent coverage), including:

- Your spouse (unless legally separated)
- Your unmarried children up to age 19, or up to age 23 if full-time students (students cannot be employed full-time)
- Your unmarried children of any age, if they become physically or mentally handicapped while covered by an MLH plan and are dependent on you for support
- Your same-sex domestic partner. To qualify for domestic partner status, you and your partner must:
  - Reside together for at least 12 consecutive months
  - Be financially interdependent and jointly responsible for each other's common welfare
  - Intend to remain in a committed relationship together
  - Both be at least 18 years of age
  - Not be legally married to another person or in a domestic partnership with anyone else
  - Not be blood relatives

You will have to provide your Benefits Counselor with proper documentation. You will be required to provide proof of eligibility to enroll a new dependent for coverage. Acceptable documentation for eligibility includes a marriage certificate, birth certificate, adoption documents, naturalization papers, guardianship papers, or Qualified Medical Child Support Order (QMSCO). For full-time students between 19-23, course registration, tuition invoice registration, or a confirmation letter from an accredited institution are acceptable. You will be able to view and make changes to your eligible dependents through *MLH Self Service* during Open Enrollment.