

Dependent verification – Frequently asked questions

1. The AWC Employee Benefit Trust contracts with Alight Dependent Verification Center to verify dependents. Why are we doing this?

The AWC Trust Board of Trustees is committed to containing health care costs. Verifying dependent eligibility is a step in making sure everything is being done to contain costs related to health care coverage. Allowing the coverage of dependents who are not eligible puts the employer and all eligible employees at financial risk.

2. Who must complete and return the required documentation?

All employees who add dependents. This includes adding a spouse, domestic partner and/or children to the AWC Trust medical, dental, vision, or dependent life insurance coverages.

3. I verified my dependent(s) with my prior employer who is also a Trust member. Will I be required to submit verification documentation again?

No, not at this time.

4. What documents do I need to prove eligibility? Where do I obtain these documents?

You will need a legal document that shows your relationship to the eligible person. This could include a government-issued marriage certificate, government-issued birth certificate, and adoption certificate or legal adoption placement document. Alight Dependent Verification Center can provide telephone numbers to state, county, and consulate offices to obtain documents.

5. What will happen if I do not return the required documentation?

All of your unverified dependent(s) will be dropped from coverage.

6. If I drop dependents, will they be eligible for continuation of coverage through COBRA?

Only dependents that lost their eligibility within the last 60 days due to a COBRA qualifying event will have COBRA rights. Dropping coverage for someone who was never eligible or who is unverified is not a COBRA qualifying event.

7. I missed the deadline to submit my documentation. Who can I contact for more information?

Dependent Verification Center at 1-800-725-5810 – help with the dependent verification process AWC Trust at 1-800-562-8981 or benefitinfo@awcnet.org – questions about eligibility.