

# Other Eligible Adult Individual (OEAI) Eligibility Criteria and Required Documentation

NEREs and employees currently represented by AFSCME, MCO, MSEA, MSPTA\*\*, UAW, and SEIU may enroll one OEAI and their dependent(s) into a State of Michigan health insurance plan only. All eligibility criteria must be met and complete required documentation must be submitted to maintain enrollment.

## Eligibility Criteria

1. The employee does not have a spouse eligible for enrollment in the State of Michigan health plans.
2. The OEAI is at least 18 years of age.
3. The OEAI is not the employee's spouse, child, parent, grandparent, foster parent, grandchild, parent-in-law, sibling, aunt, uncle, or cousin.
4. The employee and OEAI have jointly shared the same regular and permanent residence for at least 12 continuous months and continue to share a common residence other than as a tenant, boarder, renter, or employee.
5. Dependent children of an OEAI may enroll in health insurance only under the same conditions that apply to dependent children of employees.

## Required Documentation

1. Completed [Enrollment Application and Affidavit \(CS-1833\)](#) for OEAI or OEAI and Dependent Child(ren); **and**,
2. Proof of age in the form of a copy of a birth certificate, passport, driver's license, or other governmental document indicating date of birth for OEAI and any dependent child(ren) being added; **and**,
3. Document establishing joint residency for the past 12 months.  
Note: Document must include OEAI's name, the same address the employee has listed as primary residency and be dated 12 months prior to the effective date of coverage. Acceptable documentation includes but is not limited to a bank statement, utility bill, lease agreement, etc.
4. For dependent children of an OEAI, the same required documentation that applies to equivalent dependent children of employees.

## Other Important Information

- The OEAI and any of their dependent children are ineligible to continue State of Michigan health insurance coverage under COBRA.
- The OEAI and any of their dependent children are ineligible to enroll in the State High Deductible Health Plan with HSA.
- If the criteria for enrollment of an OEAI or the OEAI's dependent child(ren) are no longer met, the employee must submit a completed copy of this form to the MI HR Service Center\* within 14 calendar days.
- The employee will be responsible for paying additional taxes associated with enrolling an OEAI and the OEAI's dependent child(ren). Information about [OEAI tax implications](#) is available on the Employee Benefits Division website at [www.mi.gov/employeebenefits](http://www.mi.gov/employeebenefits).

\*Auditor General and Judicial employees should submit all supporting documentation to their agency HR office.

\*\*DROP employees are not eligible to cover an OEAI or OEAI dependent child(ren).