

Employee groups participating in the Government of New Brunswick's (GNB) Employee and Family Assistance Program (EFAP) include:

- **Part I** – All employee groups
- **Part II** – All employee groups
- **Part III** – All employee groups
- **Part IV** – NBCC and CCNB only
- **Other** – Energy and Utilities Board; Human Rights Commission; Labour and Employment Board; Legislative Assembly; and Office of the Lieutenant-Governor.

Access to the EFAP is extended to all employees of the above groups, including those whose employment is regular / permanent (full-time or part-time), casual, seasonal, or term (temporary), and those on a Personal Service Contract.

The *dependents* of an employee are also eligible to participate in the EFAP. *Dependents* are defined as an employee's *spouse* and *dependent children*.

Dependent	Requirements for Eligibility
Spouse	<p>One <i>Spouse</i> to whom the employee is legally married or common-law with at least 1-year cohabitation (includes same-sex partners). A divorced <i>Spouse</i> is not eligible for coverage.</p> <p>When the employee has more than one <i>Spouse</i>, as defined above, (s)he may choose which <i>Spouse</i> will be covered.</p>
Children	<p><i>Dependent children</i> are eligible for coverage if they are:</p> <ul style="list-style-type: none"> • under age 21; • a natural, adopted or step child of the employee; • reliant on the employee for financial care and support; and • not married or in a common-law relationship.
Students	<p>Coverage for <i>dependent children</i> can continue beyond age 21 if they are:</p> <ul style="list-style-type: none"> • under age 26 and a full-time student at an accredited educational institution.
Over-age Dependents	<p>Coverage for <i>dependent children</i> can <u>continue</u> beyond age 21 if:</p> <ul style="list-style-type: none"> • mental or physical disability was diagnosed prior to age 21, or prior to age 26 if a full-time student at date of diagnosis.

Employees (and their eligible dependents) will continue to have access to the EFAP for 90 days following the date upon which their employment is terminated.