

March 2014

## 8.18 Employee Benefits Continuation/ Termination

Saint Mary's College of California

Follow this and additional works at: <http://digitalcommons.stmarys-ca.edu/staff-handbook>

---

### Recommended Citation

Saint Mary's College of California (2014) "8.18 Employee Benefits Continuation/Termination," *Staff Handbook*: Vol. 2014 , Article 86.

Available at: <http://digitalcommons.stmarys-ca.edu/staff-handbook/vol2014/iss1/86>

This Main Text is brought to you for free and open access by the SMC Handbooks at Saint Mary's Digital Commons. It has been accepted for inclusion in Staff Handbook by an authorized editor of Saint Mary's Digital Commons. For more information, please contact [digitalcommons@stmarys-ca.edu](mailto:digitalcommons@stmarys-ca.edu).

## **8.18 Employee Benefits Continuation/Termination**

### **8.18.1 When Benefits End**

Employee benefits mandated by law (Social Security, Workers’ compensation, State Disability Insurance (“SDI”) and State Unemployment Insurance (“SUI”) cease when employment terminates, as do TIAA, as do TIAA-CREF contributions and any other voluntary benefits such

## Section 8 – Benefits

as tuition waiver, tuition exchange and voluntary life insurance. Health, dental, vision, life, Long Term Disability (“LTD”) and Employee Assistance Program (“EAP”) coverages terminate the last day of the month in which the covered employee’s employment terminates, unless the employee qualifies for continuation of those benefits.

### **8.18.2 Health Benefits Continuation Plan**

The College’s Health Insurance Continuation Plan (HICuP) (similar to COBRA) allows employees, spouses and dependents to continue medical, dental, vision and EAP benefits when certain qualifying events occur, including termination of employment, reduction of hours, death of the employee, divorce or legal separation, retirement, or loss of dependent status. In most instances, benefits may be continued for 36 months. Premiums are paid entirely by the person(s) covered, including a 2% administration fee payable to the company administering the College’s Continuation Plan. Employees, spouses and dependents must be covered under one of the College’s programs at the time of the qualifying event to be eligible for continuing coverage. Employees terminating employment will receive a letter which describes the plan from the College’s administrator.

### **8.18.3 Employees Receiving Long Term Disability**

Employees who are receiving benefits under the long-term disability program will receive benefits such as medical, dental, vision and EAP for a period of six (6) months after long-term disability benefits begin. Employees will be responsible for the costs for any applicable dependent health coverage for the entire period of disability. When this benefit offered, it is expected that the employee will pay the normal deductions and if payment is not made in a timely manner the College can discontinue all benefit coverage. After six (6) months, employees on disability will be eligible to continue health benefits under the continuation program described above up to the maximum allowable time. If an employee is not eligible for Long Term Disability payments, the employee can continue their benefits as described in the paragraph above.