

Policy Information

Series 5000 - Personnel

Health Insurance

Policy # 5310, 3.1

POLICY

1995 5310

Personnel

SUBJECT: HEALTH INSURANCE

Health insurance for certificated and classified support staffs shall be in accordance with their respective negotiated agreements.

Continuation of Medical Insurance Coverage at Termination of Employment

Under the provisions of the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA), employees and their dependents are eligible to continue their insurance coverage for up to eighteen (18) months when termination of their insurance is due to a reduction in their hours worked, or upon termination of their employment.

Dependents of employees are eligible to continue their insurance for up to thirty-six (36) months upon occurrence of one of the following events:

- a. Death of the covered employee; or
- b. Divorce or legal separation from the covered employee; or
- c. An employee becomes eligible for Medicare and ceases to participate in the employer-sponsored plan;
or
- d. The dependents of a covered employee reach the maximum age for dependent coverage.

Those who are eligible to choose continuation coverage have up to sixty (60) days to complete the Continuation of Coverage Election Form. They must pay the full cost of their premium plus administrative costs incurred by Genesee-Livingston-Steuben-Wyoming BOCES.

Consolidated Omnibus Budget Reconciliation Act of 1985

Board Approved
2/16/94
7/18/95

1996

R - 5310 - 1

ADMINISTRATIVE REGULATION

SUBJECT: HEALTH INSURANCE

Employees whose employment with the BOCES is terminated under the New York State Teachers' Retirement System (TRS) or under the New York State Employees' Retirement System (ERS) shall be eligible for continuation of the medical insurance program in which they were enrolled during their last full year of active service prior to such retirement, subject to these conditions.

Upon retirement, said employees shall have the opportunity to continue as enrollees in the BOCES Group Health Plan under the same terms and conditions applied to actively employed employees except that the full cost of medical insurance must be borne by the retiree including any reasonable processing fee established by the BOCES, unless otherwise stipulated in a contractual agreement, e.g. Management Benefit Plan or negotiated agreement.

Retirees are responsible for remitting (3) three full month's premium in advance to the BOCES with the first payment to be remitted by the 1st day of the month subsequent to the retirement date. Eligibility for coverage will continue until retirees withdraw from the plan, are removed from the plan due to late payments, or die. In the event of death, the provisions of COBRA will be applied to family survivors.

Retirees will not be notified by invoice when premium payments are due. It is their responsibility to insure that BOCES received payment in a timely fashion. BOCES is not a collection agency and reserves the right to terminate coverage of delinquent payees as it sees fit.

Board Approved
7/18/95

1995

F - 5310 - 1

FORM
Personnel

SUBJECT: HEALTH INSURANCE

WAIVER/APPLICATION

____I do not elect to participate in the group medical plan offered by the G-L-S-W BOCES and hereby waive all rights to future participation.

____I elect to participate in the group medical plan offered by G-L-S-W BOCES and hereby agree to abide by the language of Regulation 5310 - 1 in effect at the time of my retirement.

Signature of Employee

Date

Board Approved
2/2/94
7/18/95

