

DIVISION 40
ENROLLMENT

111-040-0011

Returning to Benefit Eligible Status

(1) A former Eligible Employee returning to benefit-eligible status following an unpaid leave of absence or returning from a strike, lock out, layoff, or any reason other than a termination of employment within 12 months will have their benefits reinstated. Coverage will be effective the first of the month following the date eligibility is regained, unless otherwise stipulated in the collective bargaining agreement settlement.

(2) Coverage in effect immediately prior to the loss of eligibility will be reinstated.

(3) Coverage reinstated with no more than a 60 day lapse will be reinstated at the same level as was in effect immediately prior to the loss of eligibility (e.g., incentive levels, guarantee issue amounts and benefits beyond routine and basic vision and dental).

(4) An Eligible Employee returning to benefit-eligible who experienced a Qualified Status Change during the period of ineligibility may request changes consistent with the Qualified Status Change Matrix if requested within 31 days of returning to benefit eligible status.

(5) An Eligible Employee returning to benefit-eligible status in a new plan year may make changes consistent with those allowed during an open enrollment period.