

3354:2-20-50 Insurance Benefits

<u>CONTINUING</u> <u>Admin. & S/P</u>	<u>TEMPORARY</u> <u>Admin. & S/P</u>	<u>TENURE-TRACK</u> <u>Faculty</u>	<u>NON-TENURE TRACK</u> <u>Faculty</u>
x <u>Full-time</u>	x <u>Full-time</u>	<u>Full-time</u>	<u>Temporary</u>
x <u>Partial-year</u>	x <u>Partial year</u>		<u>Part-time</u>
<u>Part-time</u>	<u>Part-time</u>		
<u>Staff</u>	<u>Staff</u>		
x <u>Full-time</u>	x <u>Full-time</u>		
x <u>Partial-year</u>	x <u>Partial-year</u>		
<u>Part-time</u>	<u>Part-time</u>		

(A) Conditions of Employee and Dependent Eligibility

(1) All employees of the College classified as staff, supervisory/professional or administrative and assigned to full-time or partial-year, continuing or non-continuing positions and currently receiving compensation are eligible to receive the fully-paid insurance benefits outlined below in paragraphs II and III.

(a) Fully-paid insurance benefits are provided to the partial-year employee during periods of active work and during periods of scheduled unpaid time off.

(b) Fully-paid medical insurance will be provided, at the same level of coverage, through the first twelve weeks of leave for employees on parental or sick leave who were eligible for and receiving such benefits prior to the start of the leave.

(c) Fully-paid medical insurance beyond the first twelve weeks requires that the employee be receiving compensation.

(B) Insurance Benefits Provided to Eligible Employees and Their Qualified Dependents

(1) The following benefits are provided by the College, at no premium cost to the employees or their dependents so long as they remain eligible in accordance with paragraph 1 of this policy:

(a) Medical insurance, including hospitalization, medical/surgical, major medical, and prescription drug coverage.

(b) Dental insurance.

(C) Insurance Benefits Provided to Eligible Employees Only

(1) The following benefits are provided by the College, at no premium cost to the employee, so long as they continue to remain eligible in accordance with paragraph I of this policy:

(a) Vision insurance;

(b) Life insurance, including accidental death and dismemberment;

(c) Long-term disability insurance.

(D) Waiver of Medical Insurance Benefit

(1) An employee who verifies that he/she is covered by his/her spouse's or former spouse's equivalent hospitalization insurance, including another Lakeland employee, may elect to waive his/her coverage while the member remains covered by his/her spouse or former spouse and receive a \$2,000 a year waiver bonus.

(a) Partial-year employees are eligible for the full waiver bonus.

(2) Such waiver shall be offered at the time of employment and during the first semester each year and the bonus shall be paid in equal installments throughout the year.

(3) At any time the employee gives the Human Resources Department written notice that he/she is no longer covered under another plan, he/she shall be immediately placed back on the insurance rolls along with his/her dependents. There shall be no insurability, pre-existing condition, or waiting period requirements.

(4) An employee who accepts a waiver bonus and who re-enters the College plan shall, on a pro-rata basis, reimburse the College for the bonus paid.

(E) Loss of Eligibility

(1) As a result of an unpaid leave from work that is not part of the employee's partial year schedule:

(a) Employees no longer meeting the conditions of eligibility established in this policy may continue their enrollment at their own expense in the College's medical, dental, vision, life, and/or long-term disability insurance programs.

(2) As a result of discontinuation of employment

(a) Individuals no longer employed with the College, and/or their dependents, may continue their enrollment at their own expense in the College's medical, dental,

and vision insurance programs according to the provisions set forth under
COBRA.

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CERTIFIED ELECTRONICALLY

Certification

03/13/2015

Date

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