

TENTATIVE AGREEMENT

COUNTY PROPOSAL #5

ARTICLE 9: HEALTH AND WELFARE BENEFITS FOR ACTIVE EMPLOYEES


9.8 Continuation of Health Benefits During Leaves of Absence – Non-Medical Leaves Without Pay

If an employee is on an unpaid absence or goes on leave without pay, either of which reduces the employee's time in paid status to less than fifty percent (50%) of the employee's allocated FTE in a pay period, the County will cease to pay its normal benefit contributions, except as noted in 9.9. The employee must pay the total benefit premiums if the employee desires to continue medical, dental, vision life insurance and LTD coverage. If an employee is on an unpaid absence or goes on leave without pay, either of which reduces the employee's time in paid status to no less than fifty percent (50%) of the employee's FTE in a pay period, the County will continue to pay its normal benefit contributions.

If an employee does not qualify for continued health benefits under Section 8.22 (Family Care and Medical Leave) or Section 9.9 (Medical/Pregnancy Disability Leave) beginning the first day of the month following the pay period which the employee had pay status less than 50% of their allocated full-time equivalent, the employee will be entitled to continued health coverage through COBRA Continuation of Coverage and is responsible for making timely election and paying the COBRA premiums by the due date.



County Signature



ESC Signature

Date: 3/13/2023