



MOLLOY UNIVERSITY

Policy # HR.211
Effect of Termination of
Employment on Benefits
Responsible VP: VP for Finance,
Treasurer
Responsible Office: Human
Resources
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EFFECT OF TERMINATION OF EMPLOYMENT ON BENEFITS

Employees who terminate employment with the University are entitled to certain continuation of benefits for the insurance programs as described below. Please consult the plan materials for more specific information. For continuation of Medical, Dental, and/or Vision coverage, see Molloy's COBRA policy (section HR.297). In the case of loss of medical/dental/vision coverage due to an active employee's death, Molloy will subsidize the COBRA costs for the surviving family members for three months following the employee's date of death.

Certification of Credible Coverage (HIPAA)

Employees who terminate employment with the University and become employed with a new company may need to satisfy pre-existing condition limitations on their new health plan. Under the Health Insurance Portability and Accountability Act (HIPAA), coverage under a prior group health plan is applied to satisfy the pre-existing condition limitation period under the new plan. Molloy University will provide employees and their dependents with a certification of creditable coverage that documents:

- The period of creditable coverage under this plan.
- The period of creditable coverage under COBRA or any other continuation provision; and
- The duration of any waiting period imposed for medical expense benefits under this plan.

This certification will be provided:

- At the time the employee or their dependents cease to be covered under the policy or become eligible for coverage under a COBRA continuation provision or any continuation provision required by state law.
- At the time coverage for the employee or their dependents ceases under a COBRA continuation provision, or any continuation provision required by state law; or
- Upon request made by the employee or their dependent that is made no later than 24 months after the date coverage ceases.

LIFE INSURANCE

Basic life insurance will be terminated on the last day of the month of employment with the University. Employees who terminate employment may convert their policy to an individual plan.

Employees who terminate employment due to long term disability are eligible for a continuation of benefits under the Waiver of Premium provision. This provision continues benefits to age 65 for former employees disabled prior to age 60 without the payment of additional premium. Former employees must satisfy the appropriate definition of disability to qualify. Molloy University will provide the necessary forms to apply for this benefit. The insurance carrier will make the appropriate benefit determination.

SHORT TERM DISABILITY

Short-term disability terminates when an employee terminates employment or retires. These benefits are not continued during any unpaid leave of absence.

LONG TERM DISABILITY

Employees who terminate employment due to disability will continue to be covered under the long-term disability program until a benefit determination under that program is made. Long term disability benefits terminate on the last day of the month following the date a non-disabled employee terminates employment with the University, retires or takes an unpaid leave of absence. Benefits will be reinstated for employees on leave once they complete thirty-five (35) hours of full-time work.

UNEMPLOYMENT INSURANCE

Unemployment Insurance provides income to people who are actively seeking employment while they are out of work due to circumstances beyond their control. To receive these benefits, former employees must file a claim with the local Unemployment Office.

Federal law requires all states to have laws governing the payment of unemployment benefits when an educational institution provides its employees with reasonable assurance that they will return to work after a semester break. When reasonable assurance is given, the wages earned from working for that educational institution(s) cannot be used to establish an unemployment claim.

If a school employee has been given reasonable assurance, the employee may still be able to file a claim if the employee had other employment within the base period — a second job, for example — where sufficient wages were earned to independently qualify for benefits.

Eligibility for benefits is determined on a case-by-case basis. Your claim will be reviewed by the state unemployment office to determine if you qualify.

TUITION REMISSION

Termination

If employment is terminated for reasons other than death and long-term disability, eligibility to receive benefits through Molloy University's tuition remission benefits for an employee or their relatives will cease on the last day of work. The University will charge the appropriate prorated tuition for any time that remains between the date of termination and the end of the term.

Termination due to death and/or total disability

If an employee dies or receives benefits through the University's long-term disability plan, before completing 10 years of benefits-eligible service, relatives currently enrolled at the University will continue to receive their tuition remission benefits until completion of enrolled degree.

If an employee dies or receives benefits through the University's long-term disability plan after completing at least 10 years of benefits-eligible service, all of the employee's dependents, whether currently enrolled or not, will remain eligible for benefits.