



**Classified Employees  
Health Benefits  
Frequently Asked Questions in the  
Event of Layoffs**

**Question:** When do my benefits end?

**Answer:** *Classified employees being laid off with no offer of continued regular benefited employment in another classification will have all health (Medical) benefits for which they have been eligible extended for a period of ninety (90) calendar days following layoff. For those employees laid off between April 11, 2017 and June 30, 2018, Dental and Vision benefits will also be extended for 90 days as per the Memorandum of Understanding (MOU).*

**Question:** What are the District-paid Benefits?

**Answer:** *District Paid benefits include Medical, Dental, Vision, EASE & Life Insurance plans for you and your eligible dependents.*

**Question:** Will I have the opportunity to continue my benefits through the District?

**Answer:** *Yes, you will be given the opportunity to continue your Medical, Dental and Vision benefits through our COBRA plan, which gives you the opportunity to continue them for you and your eligible dependents.*

**Question:** How much does COBRA cost?

**Answer:** *COBRA eligible participants pay the full cost of the premium plus a 2% administrative charge.*

**Question:** How long does COBRA last?

**Answer:** *COBRA will last 18 months from the date of layoff.*

**Question:** How do I enroll in COBRA?

**Answer:** *You will receive your COBRA notification from Morneau Shepell, the District's COBRA administrator approximately 2 weeks from the date in which your District coverage will end. There will be a form to complete. Once the form is complete you can either mail or Fax to a designated number.*

**Question:** How long do I have to make the decision to sign up for COBRA?

**Answer:** *You will have the greater of 60 days from the date on your COBRA letter or the date in which your District Benefits ended to enroll in the COBRA benefits. You are then given an extra 45 days from the date of election to pay for the benefit. You must pay back to the date the district benefits were terminated.*

**Question:** I am enrolled in a voluntary supplemental benefit plan (Long Term Care, Disability Insurance, Cancer protection) in which the district takes deductions from my paycheck. Are these benefits part of COBRA?

**Answer:** *These Plans are considered voluntary benefits and are not part of COBRA. Please check with the individual carrier to see if you can continue participation in the plan after your separation from service.*

**Question:** If I have questions concerning District Benefits and COBRA who do I

**contact?** **Answer:** *Employees can either call Employee Service Center at 866-844-9744 or Risk Management department at 562-997-8234.*