

COMPLIANCE AND RISK MANAGEMENT

Family and Medical Leave Act and Continuation of Coverage

Benefits under the Everett School Employee Benefit Trust (“Trust”) are provided for participants and beneficiaries during periods covered by the Family and Medical Leave Act of 1993 (“FMLA”) and other approved paid leaves of absence. When a participant’s FMLA leave or other approved paid leave ends, continuation coverage will cease under the Trust unless a qualified beneficiary elects continuation coverage pursuant to the Consolidated Omnibus Budget Reconciliation Act of 1985 (“COBRA”). Qualified beneficiaries who elect COBRA continuation coverage must pay the full cost of such coverage.

Adopted: August 18, 2006
Revised: January 24, 2011
Revised: June 14, 2017