

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.

For participants on an approved paid medical leave of absence, including FMLA leave, commencing prior to September 1, 2006 and who continue to make employee contributions as required for continuation coverage, the Trust will continue to contribute the employer-paid portion of the cost of coverage until the expiration of the applicable twelve month period.

Adopted: August 18, 2006
Revised: January 24, 2011