

# Benefit Considerations



choice | health | service

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## Continuation of Benefit Coverage during Furlough or Layoff

Before finalizing your furlough v. layoff decision, check with your health insurer(s):

- Insurance carrier may have contract restrictions on hours worked to be eligible for benefits
- Stop loss carrier (if self-insured) - Make sure to confirm in writing coverage for reduced hour workers

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## For those insured through the AWC Trust

### Furloughed employees:

- Employer continues health benefits (medical, dental, vision, EAP) for furlough duration
- Provide furlough policy to staff
- For life and long-term disability benefits under The Standard, the employer can continue benefits for a limited period of time.
  - Life Insurance: coverage may continue for the first 60 days of furlough/temporary layoff
  - Long-Term Disability: coverage may continue for the first 30 days of furlough/temporary layoff.

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## For those insured through the AWC Trust - Layoff

### Layoffs:

- Termination of employment is COBRA Qualifying Event
  - 18 months of continued coverage (medical, dental, vision, EAP) at active rate plus 2% COBRA administrative fee paid by employee
  - If employer wishes to pay COBRA premium for all or portion of 18 months,
    - Recommend a Severance Agreement
    - Trust will bill employer directly
    - Transition to employee COBRA billing if Severance Agreement is less than 18 months
- For life and long-term disability benefits, coverage ends on the date employment terminates (unlike medical, dental, vision, EAP)
  - Life insurance policy can be converted to a whole life individual plan; must complete continuation of coverage form within 31 days of termination.

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## Contact Trust staff with questions

### Trust staff are here to help you:

- Email - [benefitinfo@awcnet.org](mailto:benefitinfo@awcnet.org)
- Phone - 1-800-562-8981

In cooperation with Summit Law Group, template policies & guidance:

- Website - [wacities.org](http://wacities.org), click on Trust, Compliance, Sample Policies and Templates - must log in as a member