

Termination of Employment

Coverage may continue to the end of the month in which an employee terminates employment as long as the premium is paid in full.

- If the employee fails to pay the employee portion of the premium, coverage should be terminated on the last day of the month for which the premium has been paid in full. Any claims paid in error after the termination date will be retracted, and the employee will be responsible for reimbursing the cost for any prescription drug claims paid after the termination date.
- Faculty members who complete the academic year will have coverage through the end of the contract period (generally, July 31 or August 31) unless coverage is waived or the employee retires. (Retirees are not eligible to maintain coverage as active employees.)
- Termination of employment for anyone who is covered under the State Health Benefits Program at the time of the termination and loses coverage due to the termination event must be offered Extended Coverage (see ***Extended Coverage/COBRA*** section of this manual for more information).
- While employers are no longer required to provide a HIPAA Certificate of Creditable Coverage to terminating participants, one must be provided at the participant's request. The format is available at:

<http://www.dhrm.virginia.gov/benefitsadministration/notices> (click on Certificate of Group Health Plan Coverage)