

## 5. Benefit Highlights

5.1		AVAILABILITY OF BENEFITS
5.2		MEDICAL BENEFITS
5.3	<p>COBRA is a statute that provides for the continuation of group health insurance coverage for members and/or qualified beneficiaries when coverage would end because of the following reasons:</p> <ul style="list-style-type: none"><li>▪ Loss of coverage of a member or qualified beneficiary due to a reduction in benefit-eligible employment hours or termination of benefit-eligible employment, excluding termination for gross misconduct;</li><li>▪ Loss of coverage of a qualified beneficiary due to divorce or legal separation;</li><li>▪ Loss of coverage of a qualified beneficiary due to death of a member;</li><li>▪ Loss of coverage of a qualified beneficiary due to the member's entitlement to Medicare benefits; and</li><li>▪ No longer meeting the eligibility requirements as a member's dependent.</li></ul> <p>If employment is terminated, the employee will be sent notification regarding their rights and obligations under COBRA. Otherwise, the employee or qualified beneficiary is responsible for informing Human Resources of any circumstances under which continuing coverage under COBRA would apply.</p>	CONTINUATION OF BENEFITS (COBRA)
5.4		DEFERRED COMPENSATION PROGRAM
5.5		DENTAL INSURANCE
5.6		DISABILITY INSURANCE
5.7		DOMESTIC PARTNER BENEFITS
5.8		EMPLOYEE ASSISTANCE PROGRAM

5.9	ERGONOMICS
5.10	FLEXIBLE SPENDING PROGRAM
5.11	FLEXIBLE WORK SCHEDULES
5.12	LIFE EVENT CHANGE
5.13	LIFE INSURANCE
5.14	MEDICAL INSURANCE
5.15	OPEN ENROLLMENT
5.16	RETIREMENT
5.17	TELEWORKING OUTSIDE OF THE OFFICE
5.18	TRANSPORTA- TION BENEFITS
5.19	VISION INSURANCE
5.20	WORKERS' COMPENSATION

**Suggested policy format and content. RTPA specific policies should be developed in consultation with RTPA Legal Counsel, Board of Directors and appropriate regulatory agencies.**

