



Continuation of Health Insurance Coverage

[*Owner: Office of Human Resources*]

Employees and their eligible dependents may be able to elect to continue their coverage under the Diocese's health plan for up to twelve (12) months when their coverage would otherwise terminate due to the employee's employment termination, death or divorce.

This coverage is available only if the employee and their eligible dependents were continuously insured under the Diocesan health plan for the three (3) consecutive months prior to the employment termination, death or divorce.

The complete 12 Month Continuation of Coverage Guidelines is included in the Diocesan Lay Employee Benefit Guide, which is distributed to eligible employees at the time of hire and posted on the Office of Human Resources website. Please contact the Office of Human Resources to request continuation benefits or with any questions regarding this policy.

Please note this is a continuation of coverage benefit and not COBRA. The Diocese of Houma-Thibodaux is exempt from federal COBRA. Final determination of continuation of coverage benefits will be determined by plan documents and interpretation thereof by the plan administrator.