

Employee Notice

On October 9, 2009, the President signed Michelle's Law. This law was enacted to guarantee medical coverage for full time college students who must take a medically necessary leave of absence that would cause them to reduce their class schedule or withdraw from their classes. The law amends ERISA of 1974, the Public Health Service Act and the Internal Revenue Code.

Effective January 1, 2010, your health plan is subject to Michelle's Law. Pursuant to Michelle's Law, if your dependent was a full time student and is on a medically necessary leave of absence or has had a change in enrollment due to a serious illness or injury, your dependent may continue coverage for up to one year or, if earlier, until the date of graduation, marriage or other loss of eligibility under the terms of your health plan.

In order to continue healthcare coverage in the above cited circumstances, you must notify the Human Resource office immediately to obtain the required certification for completion by you and your dependent's physician. If you have any questions or would like more information on Michelle's Law please contact the Human Resource Department.