

**POLICY 12**  
**GROUP INSURANCE PLAN, WORKERS' AND UNEMPLOYMENT COMPENSATION**

**Rule 12.06 - Group Health Insurance/Termination and Optional Continuation of Coverage**

At termination of employment or when an employee changes to an ineligible appointment, health insurance (Medical, Dental, Vision) coverage will terminate unless the terminating employee elects to use the continuation option as provided by federal law. The continuation option is also available to a spouse upon divorce and to children who become ineligible due to age, marital status, etc. Guaranteed conversion to a private health insurance plan is available when coverage terminates following employment termination or at the end of the continuation period.

Consult plan handbooks and/or contact the campus benefits centers at the Urbana and Chicago campuses or the human resources office at the Springfield campus for details regarding conditions resulting in termination of coverage as well as eligibility for the continuation option provided under law.