

ADDENDUM

LUCAS COUNTY
Effective March 1, 2010

The following will be included in the policy:

A. **Eligible employees** are those employees that work a minimum of 20 hours per week for a period of 4 consecutive weeks. The following employees are excluded:

1. temporary or emergency employees whose employment will not exceed 3 calendar months; and
2. students whose employment will not exceed 1,500 hours in any calendar year; and
3. Seasonal Appointments

Eligible employees hired prior to March 1, 2001 maintain eligibility for employee benefits for any month in which the employee is in *active pay status* or *active work status* for any portion of the month. In order to maintain eligibility for employee benefits, employees hired on or after March 1, 2001 must be in either active pay status or active work status for a minimum average of 20 hours per week. "*Active Pay Status*" means conditions under which an employee is eligible to receive pay, and includes vacation leave, sick leave, and compensatory leave. "*Active Work Status*" means conditions under which the employee is actually in a work status and is eligible to receive pay, but does not include vacation leave, sick leave, or compensatory leave.

An employee on an authorized unpaid medical leave or who has been laid off or who has become disability separated and who has at least one year continuous employment with Lucas County during the 12 months period immediately proceeding the authorized medical leave or layoff or disability separation is eligible for continued medical and other insurance coverage paid by the department for a period not to exceed 6 months following normal expiration of such coverage, subject to certain conditions.

Note: As outlined in the proposal, Sun Life requires the completion of the Group Life Insurance Transition Statement listing the employees that are not actively at work or on active pay status. Sun Life will review these individuals to determine which employees should file for Waiver of Premium with the current carrier, Met Life. Sun Life will provide continuity of coverage.

- B. Sun Life Financial Public Sector benefits to apply.
- C. \$40,000 Life and AD&D benefits for all employees.
- D. Unpaid Medical Leave of absence: coverage will continue, with payment of premium, for up to 6 months.