

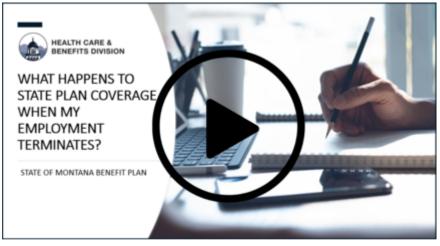
# HEALTH CARE & BENEFITS DIVISION

#### May 15, 2024

**Understanding Your Benefits** 

## **Termination of Benefits**

#### Learn What Happens to State Plan Coverage When Your Employment Terminates



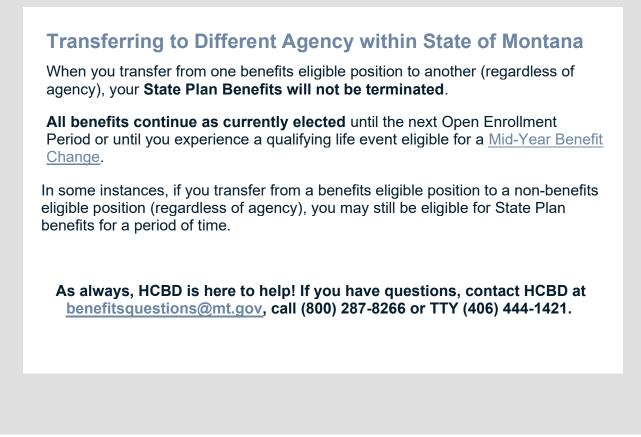
<u>Watch the video above</u> to learn what happens to your State Plan coverage when you leave employment.

### **Termination of State Employment**

The end date for State Plan coverage depends on how long you have been employed by the State and covered by the State Plan.

- A **non-grandfathered employee** is an employee hired on or after August 1, 1998. Coverage for these employees terminates the end of the month in which employment terminates.
- A **grandfathered employee** is an employee who was hired prior to August 1, 1998, and has maintained State Plan coverage since their date of hire. These employees receive an additional month of coverage for some State Plan benefits when they terminate employment.

Any contribution owed will be collected from the employees' final paycheck. If there is not enough money in the employee's final paycheck, HCBD will bill the employee directly.



#### STATE OF MONTANA HEALTH CARE & BENEFITS DIVISION

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**Non-Discrimination Notice:** The State of Montana Benefit Plan complies with applicable Federal civil rights laws, state and local laws, rules, policies and executive orders and does not discriminate on the basis of race, color, sex, pregnancy, childbirth or medical conditions related to pregnancy or childbirth, political or religious affiliation or ideas, culture, creed, social origin or condition, genetic information, sexual orientation, gender identity or expression, national origin, ancestry, age, disability, military service or veteran status or marital status. 45 C.F.R. § 92.8(b)(1) and (d)(1)

**ATENCIÓN:** si habla español, tiene a su disposición servicios gratuitos de asistencia lingüística. Llame al 1-866-270-3877 (TTY: 711).

ACHTUNG: Wenn Sie Deutsch sprechen, stehen Ihnen kostenlos sprachliche Hilfsdienstleistungen zur Verfügung. Rufnummer: 1-866-270-3877 (TTY: 711).

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