

**BOARD OF PENSIONS
ADMINISTRATIVE RULES**

Section:	1 (Eligibility)	Subject:	TRANSITIONAL PARTICIPATION (FORMERLY UEMPLOYED)
Rule Number:	114		
		Resource:	Benefits, Member Services
Reference:		Original Date:	6/91
Article IV, Sec. 4.4		Revision Dates:	6/95, 1/97, 5/97, 3/98
Article XIII, Sec.13.13			4/01, 1/02, 1/03, 5/03, 2/05,
Article XVIII, Sec. 18.8			6/06, 8/06
Admin Rule 701 Free Coverage Chart			
Admin Rule 203 Adding Dependents			
Admin Rule 401 Optional Death			
Admin Rule 402 Optional Dental			
Admin Rule 601 Medical Cont/Med Supp			
Admin Rule 110 Seminary Students			

Eligibility for Plan Participation

Members participating in the Affiliated Benefits Program are not eligible for the Transitional Status.

All Currently Protected members in the traditional Benefits Plan may continue Plan participation when temporarily unemployed as a result of:

1. Voluntary or involuntary termination of eligible service that is not the result of a disciplinary process;
2. Graduation from seminary;
3. Enrollment for post-graduate studies (See Administrative Rule 112 Post-Graduate Studies)
4. Involved in a disciplinary process (See Administrative Rule 116 Members Under Discipline)

Graduated seminary students required to take Clinical Pastoral Education classes, by their presbytery, are eligible to continue participation the Seminary Student status rather than the transitional status. Presbytery verification is required. See Administrative Rule 110 (Seminary Students).

Verification of the transitional status is required. See “Verification, and Time Limits” sections below.

Prospective Plan (e.g., graduate of seminary seeking a call) members **CANNOT** enter the Plan on the transitional status.

A member with a terminated status (e.g., a member with a lapse in coverage after the free coverage period or a member who enrolled for continuation coverage upon termination of service) may not reactivate Plan membership on the transitional status.

A seminary student who was not an enrolled for medical coverage under the Benefits Plan at the time of graduation may not enroll in the Plan until eligible service begins and is not considered “unemployed” for purposes of this rule.

Members are not eligible for the transitional status if there is a past due balance from a prior period of self-paid status such as seminary student, leave of absence, and Medical Continuation subscription, dental on disability status or specialized ministry. Such members will be eligible for the transitional status if the past dues balance from the prior period is paid in full on or before the date transitional coverage starts.

Time Limits

The maximum time limits for continuing participation on the transitional status are:

- One year for lay members, and
- Two years for ordained minister members, subject to annual presbytery verification.

These time limits are in addition to any free coverage period for which the member may be eligible.

Verification Requirements

For lay members, their churches or employing organizations must provide written verification that the member is unemployed and actively seeking other church-related service.

For ordained minister members and graduated seminary students, the member’s presbytery must provide written verification that the member is unemployed and actively seeking church-related service.

Applicable Salary Basis

Graduated seminary students may only remit dues on the medical benefits minimum salary participation basis and are only eligible for medical coverage. All other members eligible to continue Plan participation on the transitional status can choose to remit dues on one of the following participation bases:

- ❖ Last effective salary
- ❖ Minimum salary participation basis

The salary basis selected will be used for medical benefits determination and/or pension, death and disability participation levels and the accrual of pension credits. The unemployed member may continue to subscribe for any of the coverage previously in effect.

Dues/Subscription Costs

The standard dues percentages apply for medical, pension, and death and disability coverage subject to the minimums and maximums for each benefit.

Dues for medical and death and disability benefits are payable the day after active coverage ends for members not eligible for free coverage and payable after free coverage ends for eligible members.

Dues for pension participation are payable the day after active service ends.

If a member elects to continue the optional coverage in effect when the transitional status began, optional coverage will be billed at current subscription costs.

Subscription costs for continued optional coverage(s) are payable the day after active service ends.

Dues and subscription costs must be paid in advance in order to activate eligibility for benefits. The appropriate initial payment is required at the time of enrollment for the unemployed status in order to activate eligibility.

The initial dues payment must be paid in advance to activate eligibility for benefits.

Deductible

The deductible is based on the member's effective salary as of the beginning of the current calendar year. If the member elects to remit dues on the medical benefits minimum salary participation basis during the disciplinary process the deductible will be based on the medical benefits minimum salary for the current year for services incurred on or after the effective date of the transitional status resulting from the disciplinary action.

The member's deductible will be adjusted upon receipt of their transitional status enrollment form if the member elects to remit dues on the minimum salary participation bases. **(For further information see Administration Rule 304-Effective Salary.)**

Available Coverage

Ordained members will receive 30 days of free medical coverage and lay members will receive 30 days of free medical coverage after one year. Ordained members will receive 90 days of death and disability coverage as years in seminary are counted towards vesting. Lay members will receive free death and disability coverage based on Years of Plan Participation.

- 30 days - one year but less than two
- 60 days - two years but less than three
- 90 days - three years or more.

There is no free coverage for optional benefits.

Any benefits payable during the free coverage are based on the member's annual salary that was reported to the Board of Pensions before becoming unemployed.

- **Other Coverage**

Eligible graduated seminary students may only continue medical coverage and are not eligible to enroll for optional coverage while on the transitional status.

Members on the transitional status may continue most coverage's in effect on the date that eligible service terminated or any combination of the following coverage:

- medical, pension and death and disability
 - medical
 - death and disability
 - medical, death and disability
 - pension, death and disability
 - pension
 - optional death coverage provided that either pension and death and disability or death and disability coverage is elected.
- **Medical Continuation**

All members are eligible for 18 months of Medical Continuation following termination of eligibility for the unemployed status unless they qualify for a longer period under the Rule of 70. No coverage will be extended beyond the 18-month period other than as provided under the Rule of 70.

Optional Coverage

Payment for optional coverage must be continuous beginning the day after the member's active service terminates.

Dental Coverage

Members remitting unemployed dues may not continue dental coverage. Dental coverage is only available when active members are employed in Eligible Service for full or partial participation.

Unemployed members can not elect dental coverage under the open enrollment period or during a life change event, other than a service change that transitions them into active service.

If an Unemployed member has a change in status to ACTIVE he/she may enroll for the dental program within 30 days of the life change event.

Death Benefits

Members who continue medical, death and disability coverage or medical, pension, death and disability coverage while on the unemployed status are eligible to participate in the Optional Death Benefits open enrollment period.

Retirement Savings Plan

A member may not contribute to or elect participation in the Retirement Savings Plan because there is no salary from a participating employing organization during the period of unemployment.

Long-Term Care Insurance

A member may continue participation in Long-Term Care Insurance when on the unemployed status and will be billed directly by the carrier.

Supplemental Disability Benefits

A member on the unemployed status is not eligible to continue supplemental disability benefits while unemployed. A member may re-enroll when actively employed with an eligible salary.

Adding Dependents

A member may add a dependent while on the unemployed status if there is a change in the member's dependent situation (e.g., marriage, birth of child, adoption).

