

Grand Isle Supervisory Union  
Alternative Coverage/ Cash-in-Lieu Form

Employees eligible to enroll in the Grand Isle Supervisory Union Health Benefits electing to waive coverage under the plan may be eligible for an annual Cash-in-Lieu (CIL) payment. This CIL payment is indicated in the Master Contractual Agreement of the union the employee belongs to. Please refer to your Master Agreement or contact Human Resources for payment information.

To be eligible for the CIL payment the employee must be covered by other permissible group health plan coverage. (Federal tax law prohibits a CIL payment to employees covered by an **individual** policy of health insurance, including individual policies on Vermont Health Connect.

*Other permissible group health plan coverage:*

- (a) another employer's group plan*
- (b) a spouse's health benefit plan, or*
- (c) certain governmental plans, such as Medicare Part A, CHIP (Children's Health Insurance Program), Medicaid, and most TRICARE coverage for military veterans.*

Employees are required to certify the employee eligible under the Grand Isle Supervisory Union Health Benefits is enrolled in other permissible health plan coverage. Grand Isle Supervisory Union has the discretion to determine whether an employee must provide proof of other medical plan coverage. Proofs of enrollment in other medical plan coverage include member identification cards, a letter from an insurance company or health plan, a copy of enrollment information, or a letter from another employer attesting to enrollment in that employer's health plan. All proof of enrollment must show the applicable coverage period.

Employees who do not provide the required certification or required proof by January 10, 2019 will not be eligible to receive the CIL payment for the plan year.

The employee must provide the certification of other medical coverage within the following deadlines:

- New hires must provide the certification of other permissible group medical coverage within thirty (30) days of hire.
- At annual enrollment, the certification of other medical coverage must be provided by January 10, 2019.
- If an employee or employee's family member experiences a Special Enrollment or other change in status (explained below) and the employee then makes a mid-year election to waive coverage under the Grand Isle Supervisory Union Health Benefits consistent with Employer's cafeteria plan, notice and proof of enrollment must be provided within thirty (30) days.

If you have coverage other than the Grand Isle Supervisory Union Health Benefits, please sign and return this form and attach proof of coverage as indicated above. Cash-in-Lieu payments will not be processed without this form and supporting documentation provided to Human Resources.

I, \_\_\_\_\_, an employee of the Grand Isle Supervisory Union, certify that I have alternative  
Print name  
coverage as indicated by the attached documentation.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_