**Section 2210.410 Effective Date of Termination**

a) Termination of Member Coverage Other Than For Non-Payment.

1) An Employee’s coverage will terminate on the date of termination of State employment, regardless of whether the termination of employment was voluntary or involuntary;

2) An Employee’s coverage will terminate on the date on which the Employee’s employment status changes to a part-time status in which the Employee is not normally required to work at least fifty percent (50%) of a Normal Work Period;

3) An Employee’s coverage will terminate on the date that the maximum period allowed for a leave of absence (see Section 10(a-10)(c) of the Act) is reached;

4) An Employee’s coverage will terminate on the date that the maximum period allowed for premium-free permanent layoff benefits, if any, (see Section 10(a-10)(e) of the Act) is reached;

5) A Member’s coverage will terminate on the date of the Member’s death, and

6) Coverage for a Member who makes an election during an annual open enrollment period not to participate in the Program will terminate on the date immediately preceding the beginning of the Plan Year for which the open enrollment period was held.

b) Termination of Dependent Coverage.

1) Notwithstanding any other provision within this subsection, an enrolled Dependent’s coverage will terminate simultaneous with termination of coverage for the Member;

2) Coverage for an enrolled spouse, civil union partner, or domestic partner, and all applicable stepchildren or children of the civil union partner or domestic partner, will terminate on the date preceding a divorce, dissolution of partnership, or legal separation from the primary Member;

3) Coverage for an enrolled Dependent who becomes ineligible to participate in the Program, other than by reason of a divorce or dissolution of a civil union partnership or domestic partnership (e.g., a child who reaches age 26 or another limiting age), will terminate on the last day of the month in which the Dependent loses eligibility;

4) Coverage for an enrolled Dependent will terminate on the date of the Dependent’s death;

5) Coverage for an enrolled Dependent will terminate on the date immediately preceding the date on which the Dependent becomes eligible to participate in the Program as a Member;

6) Coverage for an enrolled Dependent whose enrollment is voluntarily terminated by the primary Member during the annual open enrollment period will terminate on the date immediately preceding the beginning of the Plan Year for which the open enrollment period was held;

7) Coverage for an enrolled Dependent whose enrollment is voluntarily terminated by the Member due to a Qualifying Change in Status will terminate on the later of the date the voluntary termination is requested by the Member or the date of the qualifying event; and

8) In the event that an Employee, Annuitant, or Survivor is requested to provide certification of continued eligibility for a Dependent and the Member fails to provide such certification, coverage for the Dependent will terminate on the last day of the month in which the Member fails to certify continued eligibility.

c) When coverage is terminated due to the reasons identified in subsections (a) and (b), coverage will no longer be effective as of 12:00 a.m. on the date immediately following the applicable date of termination. For example, if an Employee terminates State employment on June 15, coverage for the Employee will terminate at 11:59:59 p.m. on June 15 and will no longer be effective as of 12:00 a.m. on June 16.