



## **EXTENSION OF MEDICAL BENEFITS UPON LOSS OF COVERAGE EFFECTIVE JULY 1, 2018**

The self-funded medical, dental and vision welfare benefit plan offered through the Catholic Diocese of Austin and its affiliates is considered a church plan within the meaning of section 3(33) of Title I of the Employee Retirement Income Security Act of 1974 (ERISA) and is thus excluded from ERISA Title I requirements by section 4(b)(2) of ERISA.

This exclusion allows the plan to exempt itself from the requirement to offer continued benefits under the Consolidated Omnibus Reconciliation Act of 1985 (COBRA).

In lieu of COBRA continuation, the plan offers a separate continuation plan as described below.

### **CONTINUATION PROVISION**

As of 12:01 am Central Standard Time on July 1, 2018, any enrolled member who loses coverage under the plan will be allowed to continue coverage under the plan at their own expense for a period of time not to exceed 1 year from the date that coverage ceases provided that the primary enrollee under the plan (the employee) has attained a 2 year service period as a full time employee with an affiliated entity of the Catholic Diocese of Austin.

Upon termination from the plan or loss of coverage, if you are interested in obtaining information regarding the cost of continued benefits contact:

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