

- b. fails to return to work for a reason other than the continuation, recurrence, or onset of a Serious Health Condition that entitles the employee to additional FMLA leave.

Employees do not accrue vacation leave or sick leave while on unpaid FMLA leave.

BREASTFEEDING IN THE WORKPLACE

6.106 In accordance with the Patient Protection and Affordable Care Act, the County provides employees who are nursing reasonable break times to express breast milk after the birth of a child. Break times more than 20 minutes are unpaid. The County shall make reasonable efforts to provide a private location, other than a bathroom shielded from view and free from intrusion from coworkers and the public for an employee to express breast milk. Retaliation against employees who exercise their rights under this policy is strictly prohibited.

GROUP HEALTH AND LIFE INSURANCE

6.107 Employees who work 1,040 or more hours per year are provided health and term life insurance under the County and/or District's self-insured group insurance plan. Premiums for such employees are generally paid by the County and/or District, subject to certain exceptions.

6.108 Health coverage is effective on the first day of the following month from date of hire.

6.109 Term life insurance coverage on the first day of the following month from date of hire.

6.110 Employees who work 1,040 or more hours each year may purchase dependent health insurance coverage through the County and/or District's self-insured group insurance plan by making an application for such dependent coverage through the County and/or District Benefits Division.

(Head Start Program Only)

Head Start Program employees should make an application for dependent coverage through the Head Start Program Human Resources Department. If dependent coverage is chosen, such coverage is generally handled through an authorized payroll deduction.

6.111 An employee on Leave without Pay status may elect to continue employee and/or dependent health insurance coverage by arranging to make timely payment directly to the County and/or District Insurance Division. "Timely payment" means the payment is received at least three (3) days prior to the date such health insurance premium is otherwise due from all other County and/or District employees electing to purchase dependent coverage. Coverage is cancelled if the employee fails to pay the premium within the required time.

(Head Start Program Only)

Head Start Program employees on Leave Without Pay status may elect to continue employee and/or dependent health insurance coverage by arranging to make timely payment directly to the Employee Benefits Division.

6.112 An employee on Family and Medical Leave continues to have his/her health insurance premium paid by the County and/or District; and such employee may elect to continue dependent health