

**SLOAC: Special Leave of Absence Coverage**

SLOAC allows an employee to continue health benefits coverage while on an unpaid leave. Unpaid leave must be approved restoration of health leave, including maternity related leave.

An eligible employee is entitled to up to 16 weeks (4 months) of SLOAC within a 12 month period. An eligible employee's coverage through SLOAC is effective their first day off payroll.

To be eligible for health benefits coverage through SLOAC, an employee must meet the minimum service requirement for a leave of absence without pay.

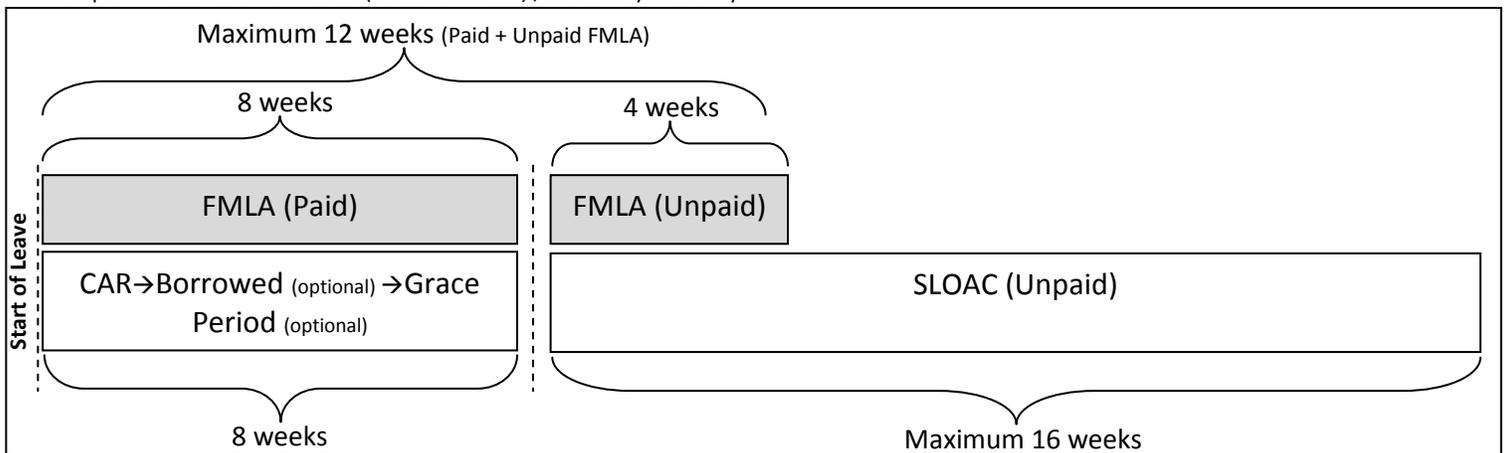
An eligible employee **MUST** exhaust their sick leave balance in order to qualify for SLOAC. If an eligible employee elects to borrow days and/or use a grace period, those options must be used **BEFORE** the start date of their SLOAC coverage. Borrowed days and grace period must be entered prior to an employee's leave without pay; these cannot be entered immediately following an employee's unpaid leave of absence.

**SLOAC and the unpaid portion of a FMLA leave run concurrently.**

**Child care leaves are not eligible for SLOAC coverage.**

**Examples of Leave Cases**

- Example 1: Restoration of Health (Personal Illness) / Maternity Disability:



- Example 2: Maternity Child Care Leave:

