

Employee status at time of permanent layoff. [§40.02 (40)]	Statutory Reference	State Health Contribution	ASLCC Program	SHICC Program	Administrative Responsibility
1. Begins immediate annuity or annuity lump sum. [§40.25 (1)]	§40.05(4)(a)3 §40.05(4)(b)	<ul style="list-style-type: none"> Up to 2 months prepaid plus additional 3 months. 	Sick leave converted and used once the employer's obligation under §40.05(4)(a)3 has been met unless escrowed according to 40.05(4)(b).	Available after ASLCC is exhausted if the employee has 15 years adjusted continuous state service. Other OSER regulations apply.	<ul style="list-style-type: none"> Employing agency pays premiums for 3 months after layoff (not including pre-paid months) as though an active employee. Employing agency submits <i>Sick Leave Certification</i> (ET-4306) to ETF. ETF deducts full amount of premium until sick leave credits are exhausted.
2. Eligible for immediate annuity with less than 20 years of creditable service, but defers application.	§40.05(4)(a)3 §40.05(4)(b)m)	<ul style="list-style-type: none"> Up to 2 months prepaid plus additional 3 months. If requested, employing agency converts sick leave for health insurance until the first of: credits being exhausted; 1st of month following employee's acceptance of other employment with a comparable health insurance plan or policy; or 5 years have elapsed. 	Ineligible – any remaining sick leave after §40.05 (4)(bm) use is lost unless employee reinstates into State service within 5 years.	Ineligible	<ul style="list-style-type: none"> Employing agency pays premiums for 3 months after layoff as though an active employee. Employing agency converts sick leave and submits health insurance premiums to ETF as though employee is active employee. Employing agency responsible for administration, funding and monitoring sick leave balance.
3. Eligible for immediate annuity with 20 or more years of creditable service, but defers application.	§40.05(4)(a)3 §40.05(4)(b)	<ul style="list-style-type: none"> Up to 2 months prepaid plus additional 3 months. 	Sick leave converted and used once the employer's obligation under §40.05(4)(a)3 has been met unless escrowed	Available after ASLCC is exhausted if the employee has 15 years adjusted continuous	<ul style="list-style-type: none"> Employing agency pays premiums for 3 months after layoff (not including prepaid months) as though an active employee. Employing agency submits <i>Sick Leave Certification</i> (ET-4306) to ETF. ETF deducts

Employee status at time of permanent layoff. [§40.02 (40)]	Statutory Reference	State Health Contribution	ASLCC Program	SHICC Program	Administrative Responsibility
			according to 40.05(4)(b)	s state service. Other OSER regulations apply.	full amount of premium until sick leave credits are exhausted.
4. Ineligible for immediate annuity with less than 20 years of creditable service.	§40.05(4)(a) 3 §40.05(4)(b m)	<ul style="list-style-type: none"> Up to 2 months prepaid plus additional 3 months. If requested, employing agency converts sick leave for health insurance until the first of: credits being exhausted; 1st of month following employee's acceptance of other employment with a comparable health insurance plan or policy; or 5 years have elapsed. 	Ineligible – any remaining sick leave after §40.05(4)(bm) use is lost unless employee reinstates into State service within 5 years.	Ineligible	<ul style="list-style-type: none"> Employing agency pays premiums for 3 months after layoff (not including prepaid months) as though an active employee. Employing agency converts sick leave and submits health insurance premiums to ETF as though employee is active employee. Employing agency responsible for administration, funding and monitoring sick leave balances.
5. Ineligible for an immediate annuity with 20 or more years of creditable service.	§40.05(4)(a) 3 §40.05(4)(b m) §40.05(4)(bc)	<ul style="list-style-type: none"> Up to 2 months prepaid plus additional 3 months. If requested, employing agency converts sick leave for health insurance until the first of: credits being exhausted; 1st of month following employee's acceptance of other employment with a 	Sick leave converted by employer to meet employer's obligation under §40.05(4)(bm) Remaining sick leave balance is certified to ETF to be "preserved" for conversion at the time retirement application is submitted to ETF, unless it is escrowed	Available after ASLCC is exhausted if the employee has 15 years adjusted continuous state service. Other OSER regulations apply.	<ul style="list-style-type: none"> Employing agency pays premiums for 3 months after layoff (not including prepaid months) and converts unused sick leave to pay any employer share of this premium. Employer reports employee to ETF as though an active employee, then, Employing agency converts sick leave and submits health insurance premiums to ETF as though employee is active employee. Employing agency responsible for

Employee status at time of permanent layoff. [§40.02 (40)]	Statutory Reference	State Health Contribution	ASLCC Program	SHICC Program	Administrative Responsibility
		comparable health insurance plan or policy; or 5 years elapsing.	according to 40.05(4)(b).		administration, funding and monitoring sick leave balance, and/or <ul style="list-style-type: none"> • Employing agency submits <i>Sick Leave Certification</i> (ET-4306) for any remaining sick leave to be preserved by ETF for conversion upon receipt of retirement application.