**Section** **2210.380 Time Away From Work**

a) An Employee who is not in active service may continue to participate in the Program as authorized by the Act and this Part.

b) The State shall continue to contribute toward the cost of an Employee’s elected coverage, at the same rate as if the Employee were in active service, if the Employee is not in active service due to one of the following reasons:

1) Nonoccupational disability leave of absence

A) An Employee on a nonoccupational disability leave and is receiving ordinary or accidental disability benefits or retirement benefits through the appropriate retirement system will remain eligible for State contributions toward the cost of coverage until expiration of authorized leave or return to active service.

B) An Employee on a nonoccupational disability leave but is not receiving ordinary or accidental disability benefits or retirement benefits through the appropriate retirement system will remain eligible for State contributions toward the cost of coverage until expiration of authorized leave or return to active service, subject to a maximum period of 24 months.

2) Occupational disability leave of absence. An Employee on an occupational disability leave of absence who is receiving benefits under the Workers’ Compensation Act [820 ILCS 305] or Workers' Occupational Disease Act [820 ILCS 310] will remain eligible for State contributions toward the cost of coverage until expiration of authorized leave or return to active service.

3) Authorized educational leave of absence. An Employee on an authorized educational leave of absence will remain eligible for State contributions toward the cost of coverage until expiration of authorized leave or return to active service, subject to a lifetime maximum period of 24 months.

4) Sabbatical leave of absence. An Employee on an authorized sabbatical leave of absence will remain eligible for State contributions toward the cost of coverage until expiration of authorized leave or return to active service, subject to a lifetime maximum period of 24 months.

5) Military leave of absence. An Employee on a military leave of absence will remain eligible for State contributions toward the cost of coverage until expiration of authorized leave or return to active service.

6) Approved leaves of absence covered by the Family Medical Leave Act of 1993 (29 U.S.C. 2601 through 2654), including medical or bonding family leave, and military caregiver or military qualifying exigency family leave.

7) Seasonal leave of absence. An Employee on an authorized seasonal leave of absence will remain eligible for State contributions toward the cost of coverage until expiration of authorized leave or return to active service, subject to a maximum period of six months.

8) University annual break. An Employee on an authorized leave of absence due to a University annual break will remain eligible for State contributions toward the cost of coverage until expiration of authorized leave or return to active service, subject to a maximum period of three months.

9) Dock or suspension status up to 30 calendar days per fiscal year.

c) The State will not contribute toward the cost of an Employee’s elected coverage, when the Employee is not in active service due to one of the following reasons. An Employee not in active service due to one of these reasons may continue participation in the Program only by making personal payment equal to the total cost of the Employee’s elected coverage.

1) Dock or suspension status greater than 30 days per fiscal year;

2) Personal or general leave of absence;

3) Family Responsibility Leave of absence that is not covered under the Family and Medical Leave Act of 1993;

4) Military Family Leave; and

5) Military Leave after the Employee has been released from covered active duty.

d) An Employee who is not in active State service due to a reason identified in subsection (c) will remain eligible to continue participation in the Program until such time as the Employee returns to a status eligible for contributions by the State or until the Employee’s employment or annuitant status with the State is terminated, subject to a maximum period of 24 months per occurrence.