



## Questions and Answers (Q&A)

### HR Liaison & MLS Live Event, August 14, 2020

The following questions were submitted by attendees during the August 14, 2020 HR Liaison & MLS Live Teams Event with OHR and MCtime. Answers were provided by subject matter experts.

**Q: How do you find out/confirm how many years of county service are required in your position to be able to have access to group insurance benefits upon separation from the county?**

Eligibility for health insurance at retirement is on page 17 of the County's [Group Insurance Summary description](#), and covered in the "Health Insurance Planning for Retirement" class held monthly.

**Q: My child's school or place of care has moved to online instruction or to another model in which children are expected or required to complete assignments at home. Is it "closed"?**

Yes. If the physical location where your child received instruction or care is now closed, the school or place of care is "closed" for purposes of paid sick leave and expanded family and medical leave. This is true even if some or all instruction is being provided online or whether, through another format such as "distance learning," your child is still expected or required to complete assignments.