

Learn about DISH's policy for continuing benefits while on a Leave of Absence

Frequently Asked Questions

- Q:** Do I have to keep my benefits while on Leave?
A: No. You can elect to cancel your benefits while on Leave. You must select this option when completing your Leave paperwork or by submitting a service request in HR Link within 30 days of your leave beginning.
- Q:** Can I choose which benefits to continue while on Leave?
A: No. You may choose to keep or cancel all or none of your benefits.
- Q:** I requested to have my benefits cancelled while on Leave, will they be automatically reinstated when I return to work?
A: No. You will need to contact the HR Operations Team within 30 days of your return to work to request that your benefits be reinstated. Please note that your benefits will be reinstated the first of the month following your return to work date, exactly as they were prior to canceling.
- Q:** If I elect to continue benefits while on Leave, how do I pay?
A: Our team will send a letter to your home address 2-3 weeks after your leave is approved and has started, explaining how to make premium payments. You can pay your premiums by check, money order or using a credit card over the phone by calling 866-395-8083, option 1. Payment is due by the end of each month in which you miss a paycheck(s).
- Q:** How do I know when I last paid for premiums before my Leave started?
A: You can view paycheck information in ADP or can contact the HR Operations Team to verify. Please note, you only need to send in payment if you miss full deductions from a paycheck. If you have partial deductions, no payment is needed, as payroll will recoup these funds from the next available paycheck.
- Q:** Can I make a change to my benefits while on leave? How do I know my new premium total?
A: If you experience a qualifying mid-year life event while on leave, you will need to enter your benefits section of HR Link and Report a Life Event. You will then be able to make changes to your coverage and upload supporting documentation to the Document Record section of HR Link. Once your documentation is reviewed and approved by the HR Operations Team, your changes will become active and our team will confirm your new biweekly premium cost.



Q: What happens if my benefits are cancelled due to non-payment while I'm on Leave?

You will have a gap in coverage for the months unpaid and any life/disability elections will again be subject to Proof of Good Health. We will

A: automatically reinstate your previous coverage on the first of the month following your return to work date.

Q: How long can I continue benefits while on Leave?

You can continue all benefits, including DISHscriber and Slingscriber, for up to 6 months while on leave.

Q: What happens to my benefits after I am on Leave for 6+ months?

You will no longer be eligible to participate in DISH benefits and will be provided information for the Consolidated Omnibus Budget Reconciliation

A: Act (COBRA). Benefits will be canceled at the end of the month in which you reach 6 months of being on leave. This includes the DISHscriber benefit. If you wish to maintain healthcare coverage, you may do so through COBRA.