

Consolidated Omnibus Reconciliation Act (COBRA)

Overview

COBRA contains provisions giving certain former employees, retirees, spouses and dependent children the right to temporary continuation of health coverage at group rates. This coverage, however, is only available in specific instances, for a limited time and at 102% of the cost.

If you are entitled to COBRA benefits, you will receive a notice stating your right to choose to continue benefits provided by the plan. You have 60 days to accept coverage or lose all rights to benefits. Once COBRA coverage is chosen, you are required to pay for the coverage.

Plan Summary

QUALIFYING EVENTS

To be eligible for COBRA continuation an employee must have a "Qualifying event". Qualifying events are certain types of events that would cause, except for COBRA continuation coverage, an individual to lose health coverage.

The types of qualifying events for employees are:

- Voluntary or involuntary termination of employment
- Reduction in the number of hours of employment

The types of qualifying events for spouses are:

- Termination of the covered employee's employment
- Reduction in the hours worked by the covered employee
- Covered employee's becoming entitled to Medicare
- Divorce or legal separation of the covered employee
- Death of the covered employee

The types of qualifying events for dependent children are the same as for the spouse with one addition:

- Loss of "dependent child" status under the plan rules

PERIODS OF COVERAGE(S)

Qualifying Events	Beneficiary	Coverage
-Termination -Reduced hours	-Employee -Spouse -Dependent child	-18 months
-Employee entitled to Medicare -Divorce or legal separation -Death of covered employee	-Spouse -Dependent child	-36 months
-Loss of "dependent child" status	-Dependent child	-36 months

Carrier /Who to Contact

For questions regarding COBRA continuation call Your Benefits Resources at 1.888.624.2367.