



# The Consolidated Omnibus Budget Reconciliation Act “COBRA”

COBRA provides certain workers and their families who lose their group health coverage the right to choose to continue their benefits for a limited period of time upon the occurrence of a Qualifying Event. Qualifying Events include:

- Voluntary or involuntary job loss,
- Reduction in the hours worked,
- Transition between jobs,
- Death,
- Divorce,
- A child’s loss of dependent status, and
- Other life events.

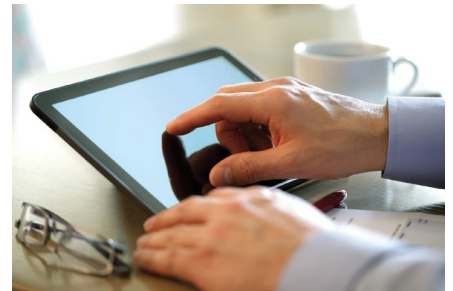
Individuals who elect COBRA may be required to pay the entire premium for such coverage up to 102 percent of the cost to the plan.

COBRA generally applies to all private-sector group health plans and plans sponsored by state and local governments which have at least twenty (20) employees on more than fifty percent (50%) of its typical business days in the previous calendar year. Keep in mind that where COBRA does not apply (for example, with churches and church-related organizations), there may be state laws which require that continuation of coverage be offered

## COBRA DEFINITIONS

Qualified Beneficiaries are employees, spouses, and dependent children who:

- Are covered by the group health plan immediately before the Qualifying Event, and
- Who would otherwise lose coverage due to a Qualifying Event.



## COBRA NOTICES:

- An Initial COBRA Notice must be provided by the employer to the employee within 90 days of them entering the plan.
- Upon the occurrence of a Qualifying Event, the employer must notify the plan administrator within 30 days, and the plan administrator must then issue an Election Notice to the Qualified Beneficiary within 14 days of when they are notified.

HIPAA

ERISA

COBRA

FMLA

ACA