

COBRA COVERAGE



Under certain circumstances the law prescribes that you and/or your covered dependents may continue coverage, at your own expense, if you have a COBRA qualifying event. If you have questions about this topic, please contact the Conner Strong & Buckelew Benefits Member Advocacy Center at 800.563.9929 (Monday-Friday, 8:03 am - 5:00 pm).

How Do I Enroll?

Contact your Human Resources Department immediately following a COBRA-qualifying event.

You will receive an enrollment packet directly from the company's COBRA administrator immediately following a COBRA qualifying event. If you do not receive your pack, please contact your Human Resources Department.

What are the Standard Periods of Coverage?

The Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) establishes required periods of coverage for continuation of health benefits. COBRA beneficiaries generally are eligible for group coverage during a maximum period of 18 months for a qualifying event of employment termination or reduction of employment hours. Other qualifying events may entitle a spouse and dependent children to a total of 36 months of COBRA coverage. The maximum period of coverage allowed will be based on the COBRA qualifying event.

Where Do I Go for More Information?

For more information on COBRA coverage please visit: www.dol.gov/general/topic/health-plans/cobra

What is a Qualifying COBRA Event?

Employee

As an employee enrolled as a member of your company's benefit program you may continue coverage at your own expenses for yourself and your eligible dependents for the following reasons:

- You lose your health coverage because of a reduction in hours; or
- Your employment terminates for reasons other than gross misconduct on your part

Spouse

As an spouse dependent enrolled as a member of your company's benefit program you may continue coverage at your own expenses for yourself and your eligible dependents for the following reasons:

- Your spouse dies;
- Your spouse's employment terminates for reasons other than gross misconduct, or reduces hours of employment;
- Divorce or legal separation from your spouse; or
- Your spouse becomes entitled to Medicare benefits

Child(ren)

As a dependent child enrolled as a member of your company's benefit program you may continue coverage at your own expenses for yourself and your eligible dependents for the following reasons:

- The death of a parent; your parent's employment terminates for reasons other than gross misconduct, or reduces hours of employment;
- Your parents divorce or legally separate;
- Your parent becomes entitled to Medicare; or
- You cease to be an eligible dependent under any/all group coverage