

Learning Objectives

- 1. Describe COBRA
- 2. Identify Qualifying Events
- 3. Define Responsibilities
- 4. Determine COBRA Timeline



What is COBRA?



Consolidated Omnibus Budget Reconciliation Act

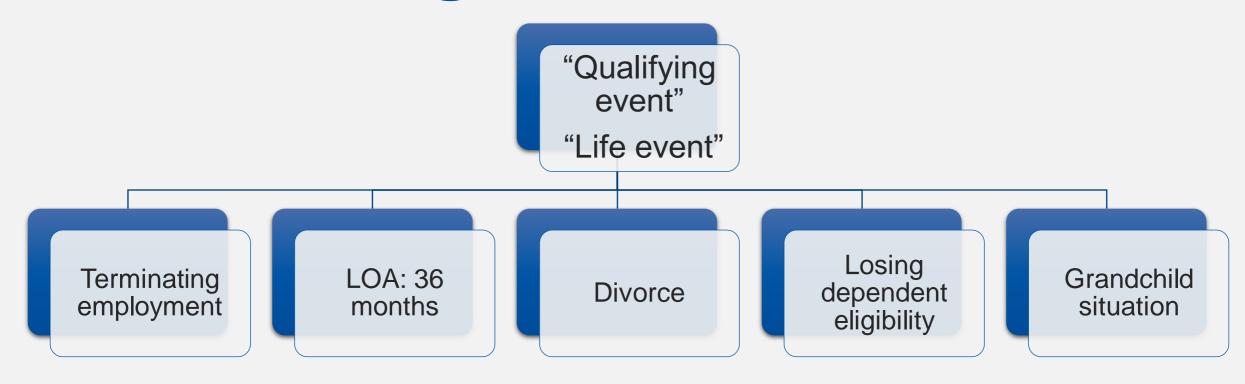


Extension of coverage for subscribers/dependents

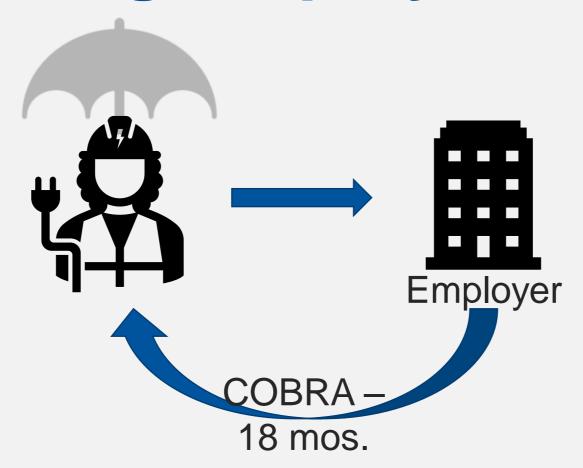


Triggered by qualifying event terminating coverage

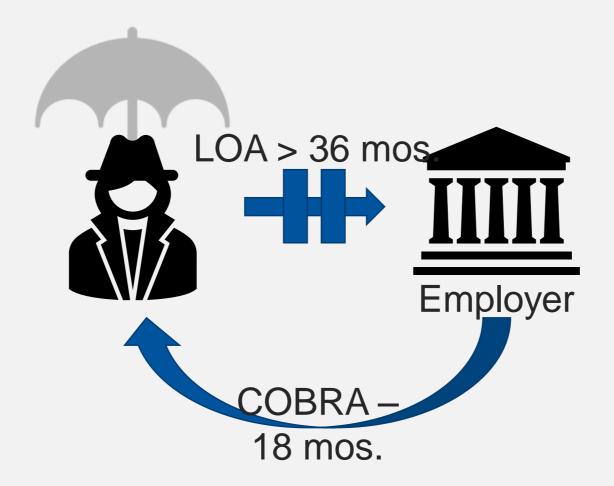
Who is Eligible?



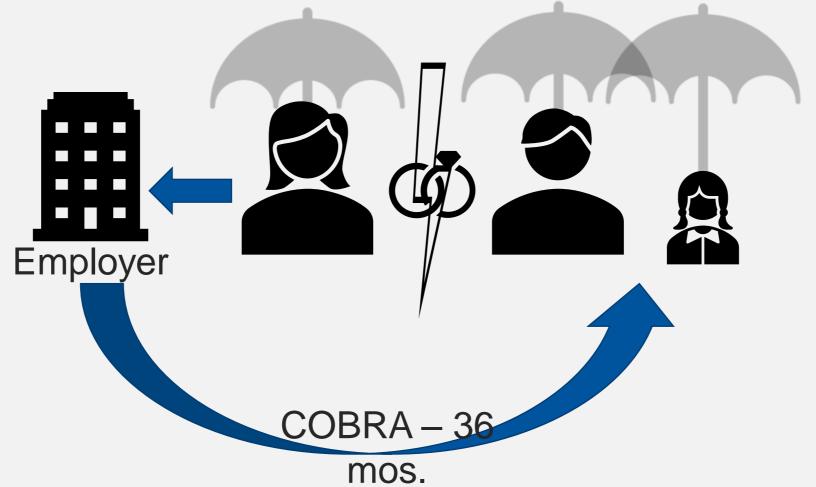
Terminating Employment



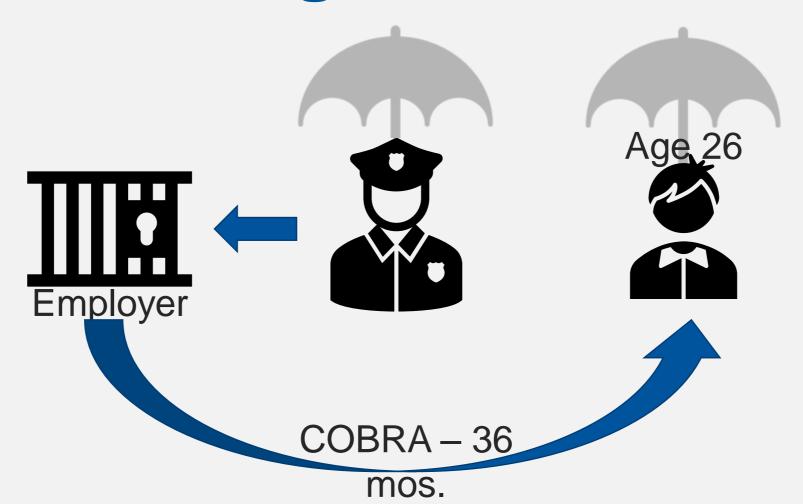
36 Month Leave of Absence



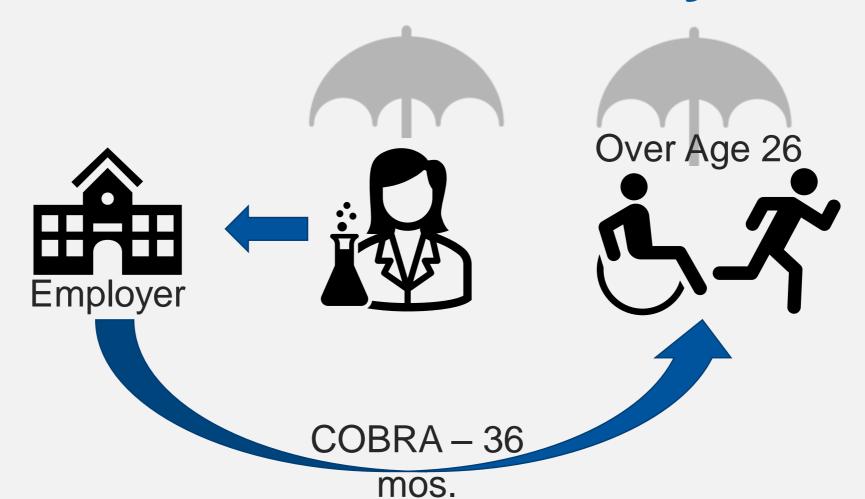
Divorce



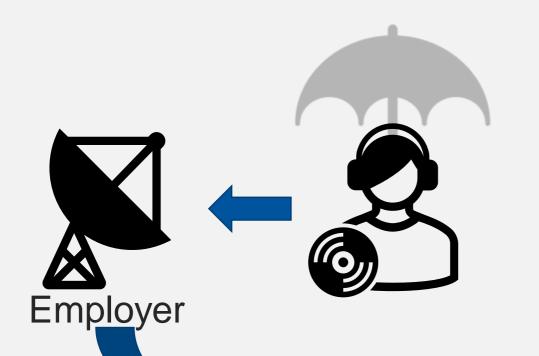
Dependent Ages Out

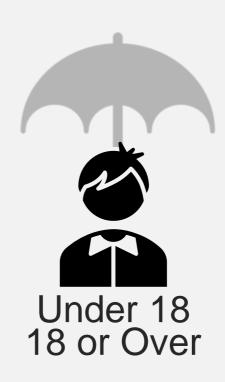


Dependent Loses Disability Status



"Grandchild" Situation







What is everyone's responsibilities?

Employer Responsibilities

Employees

Beneficiaries

Notify beneficiaries within five days of notice

Notify employer of qualifying event

Submit COBRA form and Health Ins. app to ETF

Explain beneficiary responsibilities

Within 60 days

Within 60 days

Provide COBRA form, Health Insurance app.

Pay full premium

Notify members of upcoming eligibility loss

Pay premium directly to health plan

Report changes to ETF

What is the Timeline?

5 Days

 Employer must notify beneficiaries

60 Days

 Beneficiaries must notify ETF to accept COBRA

18 Months

- Termination
- Leave of Absence (36 months)
- "Late" divorce notice

36 Months

- Timely Divorce
- Dependent aging out
- Dependent losing disability status
- Grandchild situation



Thank you











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