

CONSOLIDATED OMNIBUS BUDGET RECONCILIATION ACT (COBRA)

COBRA contains provisions giving certain former employees, retirees, spouses, former spouses, and dependent children the right to temporary continuation of health coverage at group rates. This coverage, however, is only available when coverage is lost due to certain specific events as defined by federal law. Group health coverage for COBRA participants is usually more expensive than health coverage for active employees, since usually the employer pays a part of the premium for active employees while COBRA participants generally pay the entire premium themselves.

The law generally covers group health plans maintained by employers with 20 or more employees in the prior year. It applies to plans in the private sector and those sponsored by state and local governments. The law does not, however, apply to plans sponsored by the Federal government and certain church-related organizations. Provisions of COBRA covering state and local government plans are administered by the Department of Health and Human Services. Upon termination of employment, provided you are a member, ERS will provide information for continuing coverage. For more information regarding COBRA benefits, please contact the Human Resources Office.

Board Approval Date: March 25, 2013

Effective Date: March 26, 2013

Final Revision Date: January 7, 2013

Policy Manual Review Committee – No Changes: October 8, 2015