



Federal and mini COBRA

Federal COBRA

What employers are covered?

- Employers who employ 20 or more employees

Who qualifies?

- Employees, spouses, and dependent children who are enrolled on the plan in question for a minimum of 1 day

What are qualifying events?

- For Employees:
 - Voluntary or involuntary termination of employment (other than gross misconduct)
 - Reduction in the number of hours of employment
- For spouses:
 - All events under “for employees” above
 - Employee becoming entitled to Medicare
 - Divorce or legal separation from the employee
 - Death of the employee
- For dependent children:
 - All events under “for spouses” above
 - Loss of dependent child status under plan (aged out, 26)

How long can cobra last?

- Generally 18 months
- Exceptions Below:
 - 36 months: for a spouse or dependent child, if the QE is divorce, legal separation, or the employee becomes entitled to Medicare
 - 36 months: for a dependent child, if that child loses dependent child status under plan
 - 36 months: for any qualified beneficiary who experiences a second qualifying event
 - 29 months for ALL of a family’s qualified beneficiaries, if one of the qualifying beneficiaries in a family is disabled (so-called “disability extension” certain requirements apply)

What is the maximum chargeable premium payment?

- Generally 102% of the cost of the member’s group rate. However, a plan can charge qualified beneficiaries eligible for the disability extension 150% of the cost to the plan during the final 11 months of COBRA coverage

Mini COBRA

What employers are covered?

- Employers who employ 2-19 employees

Who qualifies?

- Employees, Spouses, and Dependent Children who have been continuously insured for 3 consecutive months ending with a termination of coverage

What are qualifying events?

- Employee's Death
- Termination
- Reduction in Hours
- Divorce or Legal Separation
- Covered Employee becoming entitled to Medicare
- Loss of dependent child status
- Employer bankruptcy

How long can cobra last?

- 9 months

What is the maximum chargeable premium payment?

- May not exceed 105% of the members group rate