



# COBRAcadabra

Master COBRA Basics & COVID-19 changes

## COBRA: Just the Basics

**Temporary CO**\_\_\_\_\_ of health coverage at group rates for certain former employees, retirees, spouses, former spouses, and dependent children.

**ON**\_\_\_\_\_ **Notices** : the Plan must provide notices to participants upon initial enrollment, after a qualifying event, when premiums change, if funds are insufficient to cover premiums, and if COBRA coverage is

**Qualified B**\_\_\_\_\_ are individuals covered by a group health plan on the day before a qualifying event occurred that caused loss of coverage.

**Coverage R**\_\_\_\_\_ cannot exceed 102% of the cost of the Plan; may be increased for disability extension, and may be increased if plan costs increase.

**A**\_\_\_\_\_ **Events** : events that cause an individual to lose health coverage and include, but are not limited to: employment termination, reduction of hours, divorce or legal separation, and death of the covered employee.

## COBRA & COVID-19: What to know now!

1. COBRA coverage applies to employees on \_\_\_\_\_.
2. Employers must know when a \_\_\_\_\_ occurs because of reduction in hours.
3. Qualifying event \_\_\_\_\_ may need to be sent. *(Depending on the plan design, the notice may be triggered by the qualifying event itself or the date the coverage is lost.)*
4. Fully insured & self-insured employers with stop-loss coverage must coordinate with their respective carriers to communicate with participants.
5. On May 4, 2020, a \_\_\_\_\_ extended certain time-frames for all plans covered by ERISA and the Internal Revenue Code, including COBRA regulations.
6. Plans are to “disregard” applicable plan deadlines during the “outbreak period” (i.e., March 1, 2020 through 60 days after the announced end of the COVID-19 emergency).
7. Timeline extensions apply to the following four COBRA deadlines:
  1. the 60-day election period for COBRA continuation coverage;
  2. the 14-day deadline to furnish COBRA election notices;
  3. the date for making COBRA premium payments;
  4. the date for individuals to notify the plan of a qualifying event or determination of disability.

## Resources:

[Updated DOL Model General Notice & Model Election Notice](#)

[FAQs](#)