

<b>Guernsey Memorial Library Policies</b>		COBRA
<b>Date Issued: 8/8/2019</b>	<b>Last Revised:</b>	<b>Page: 1 of 1</b>
<p><b>Consolidated Omnibus Budget Reconciliation Act (COBRA)</b></p> <p>The federal Consolidated Omnibus Budget Reconciliation Act (COBRA) gives employees and their qualified beneficiaries the opportunity to continue health insurance coverage under Guernsey's health plan when a "qualifying event" would normally result in the loss of eligibility. Some common qualifying events are resignation, termination of employment, or death of an employee; a reduction in an employee's hours or a leave of absence; an employee's divorce or legal separation; and a dependent child no longer meeting eligibility requirements.</p> <p>Under COBRA, the employee or beneficiary pays the full cost of coverage at Guernsey's group rates. The law allows for an administration fee for a total of up to 102% of the actual cost of the coverage. This administration fee may or may not be applied. Guernsey provides each eligible employee with a written notice describing rights granted under COBRA when the employee becomes eligible for coverage under Guernsey's health insurance plan. The notice contains important information about the employee's rights and obligations.</p>		
<b>Revision approved by Board:</b>		<b>Notes:</b>