



Angelo State University Operating Policy and Procedure

OP 52.07: Consolidated Omnibus Budget Reconciliation Act (COBRA)

DATE: July 10, 2017

PURPOSE: The purpose of this Operating Policy/Procedure (OP) is to establish a university policy in accordance with the COBRA federal law.

REVIEW: This OP will be reviewed in June every three years, or as needed, by the director of human resources with recommended revisions forwarded through the vice president for finance and administration to the president by July 15 of the same year.

POLICY/PROCEDURE

1. Policy

Employees (and their dependents) who cease to be eligible to participate in the university's insurance programs for most reasons, except gross misconduct, have the option to participate in similar types of coverage through federal law provisions of the Consolidated Omnibus Budget Reduction Act (COBRA).

Employees and their qualified dependents covered under the group medical and/or dental plans have a right to elect to continue their coverage for up to 18 months. An 18-month continuation period may be extended to 36 months for your dependents in the event of death, divorce, or the loss of status as a dependent child.

Dependent children who cease to be dependent children also may elect continuation coverage. The employee or qualified dependent must notify the Employees Retirement System of a qualifying event that is not the result of a change in employment status to complete an application for continuation coverage. Continuation coverage is provided without regard to the individual's evidence of insurability. The employee or dependent must pay the full premium costs plus a two percent administrative fee, and Angelo State University's employer contribution ceases.

Neither the state nor Angelo State University provides employer contributions toward the cost of continuation coverage.

For more detailed information regarding COBRA coverage contact the Office of Human Resources or the Employees Retirement System of Texas (ERS).