

Consolidated Omnibus Budget Reconciliation Act (COBRA)

Summary

COBRA makes it possible for eligible individuals and their dependents, who would otherwise lose coverage under the college's medical, dental and vision plans, to extend temporarily their coverage(s) at group rates under certain conditions. This temporary extension could be important to employees and their family members, who are covered under medical, dental or vision plans, for example, if an employee resigns or retires from the college, gets divorced or has a child who reaches age 26. This means that, should an employee or any dependents who were covered by college health plans lose that coverage; the employee may be able to arrange a continuation of coverage for a limited time if his or her case satisfies federal guidelines.