

## **4.07 CONSOLIDATED OMNIBUS BUDGET RECONCILIATION ACT (COBRA)**

The following is a summary of the Consolidated Omnibus Budget Reconciliation Act (COBRA). This law requires most employers to offer associates and their families continued group health insurance coverage at group rates in certain circumstances.

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### **INITIAL NOTICE**

This policy serves as the associate's initial notice of the associate's rights under the Consolidated Omnibus Budget Reconciliation Act (COBRA).

### **CONTINUATION COVERAGE**

Federal law requires most employers to offer associates and their families the opportunity to temporarily continue group health insurance coverage (called "continuation coverage") at group rates in specified circumstances where coverage under the plan would otherwise end. COBRA continuation coverage also applies to medical/dental/vision/health FSA plans. Domestic partners are eligible for a continuation of coverage.

### **ELIGIBILITY**

If you are an associate of Thompson Health and are covered by Thompson Health group medical/dental coverage, you have a right to choose this continuation coverage if you lose your group medical/dental/vision/health FSA plan coverage because of a reduction in your hours of employment or the termination of your employment (for reasons other than gross misconduct on your part) among other qualifying events.

The spouse, domestic partner or dependent child of an associate covered by Thompson Health group medical/dental/vision/health FSA plan coverage also has the right to choose continuation coverage if (s)he loses group health coverage under certain qualifying events; such as divorce, dependent child loses dependent status due to age limit requirements. It is the associate's responsibility to notify the Benefits Administrator, typically within 30 days of such events, so that proper notice can be provided to those potentially losing coverage.

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