

COBRA Qualifying Events

- Employment termination (other than gross misconduct) 18 months (29 months if disabled)
- Employee's hours are reduced (resulting in termination from the plan) (18 months, 29 if disabled)
- Employee dies (36 months for dependents)
- Dependent child no longer qualifies as (dependent child) under the plan (36 months)
- Employee become eligible for Medicare (36 months)
- Employee divorces (36 months for former spouse)

Premium can be increased up to 102%. This additional 2% covers administrative expenses. Same benefits as the group plan. Employee pays ALL of the premium. May convert to individual plan after COBRA.