

Consolidated Omnibus Budget Reconciliation Act (COBRA)

Policy/Procedure

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. Examples of when this temporary extension could be important to employees and their family members who are covered under our medical, dental or vision plans include if an employee resigns or retires from the college, gets divorced or has a child who reaches 19 (25 if a full-time student). This means that, should an employee or any dependents who were covered by Dickinson 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.

Related Information

History/Revision Information

Responsible Office/Division:

Effective Date:

Last Amended Date:

Next Review Date:

Also Found In: Handbook for Administrators and Support Staff