



The Planetary Science Institute

2.13.4 COBRA

Policy No.: 2.13.4

Effective Date:

Last Revision Date:

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POLICY

The Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA), as amended, allows certain individuals the right to continue group coverage when a qualifying event for termination occurs. A qualifying event includes termination of employment, except for gross misconduct, and a reduction in the number of hours worked by an employee who is enrolled in PSI's medical and/or dental plans at the time of the qualifying event. The affected employee may enroll for continuation of group coverage for himself/herself and his/her enrolled dependents within sixty (60) days after receipt of the COBRA form. Continuation of coverage normally extends for a period of eighteen (18) months from the qualifying date. Individuals electing continuation of coverage must pay the premium payments on or before the due date each month in order to maintain coverage. For employees who continue on PSI payroll, premium payments will be deducted from their paycheck to the extent possible.

View this policy online: (<https://handbook.psi.edu/policy/2-13-4-cobra>)