

DOL Issues Updated COBRA Notices for Extended Premium Subsidy

The American Recovery and Reinvestment Act of 2009, as amended by the Department of Defense Appropriations Act, 2010, provides a government subsidy of 65% of the COBRA premium actually charged to anyone who is terminated from employment involuntarily between September 1, 2008 and February 28, 2010 and becomes eligible for COBRA continuation coverage. The maximum subsidy period is fifteen (15) months. You can read our summary of Congress' recent extension of the COBRA subsidy in the Department of Defense Appropriations Act, 2010, by clicking on the following link. [Congress Extends COBRA Subsidy for Involuntarily Terminated Employees](#)

The extension of the subsidy also requires health care plan administrators to provide new and/or updated notices to potentially eligible individuals, describing the expanded eligibility rules and extended maximum subsidy period. In some cases these notices must be provided by February 17, 2010. In other cases the notices must be provided as early as January 29, 2010. To assist plan administrators in meeting these requirements, the DOL has issued updated model COBRA notices. These model notices are available through the following web site: <http://www.dol.gov/ebsa/cobramodelnotice.html>. The web site also offers helpful guidance on which notices must be provided to particular categories of potentially eligible individuals, as well as the deadlines for doing so.

If you have questions or would like additional information about the COBRA premium subsidy, please feel free to contact Brian Dougherty at 215-587-5919 or bdougherty@postschell.com

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