



OAKLAND
COUNTY MICHIGAN

DEPARTMENT OF HUMAN RESOURCES

L. BROOKS PATTERSON, OAKLAND COUNTY EXECUTIVE

Nancy Scarlet, Director

NOTICE TO EMPLOYEE AND THEIR SPOUSES GROUP HEALTH CONTINUATION COVERAGE UNDER COBRA

On April 7, 1986, a federal law was enacted (Public Law 99272, Title X) requiring that most employers sponsoring group health plans offer employees and their families the opportunity for a temporary extension of health coverage (called "continuation coverage" commonly referred to as COBRA) at group rates in certain instances where coverage under the plan would otherwise end. This notice is intended to inform you, in a summary fashion, of your rights and obligations under the continuation coverage provisions of the law. Both you and your spouse should take the time to read this notice carefully. If you are an employee of Oakland County covered by our health care plan, you have a right to choose this continuation coverage if you lose your group health 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).

If you are the spouse of an employee covered by our health care plan, you have the right to choose continuation coverage for yourself if you lose group health coverage under our health care plan for any of the following four reasons:

- (1) The death of your spouse;
- (2) A termination of your spouse's employment (for reasons other than gross misconduct) or reduction in your spouse's hours of employment with Oakland County;
- (3) Divorce or legal separation from your spouse; or
- (4) Your spouse becomes entitled to Medicare.

In the case of a dependent child of an employee covered by our health care plan, he or she has the right to continuation coverage if group health coverage under our health care plan is lost for any of the following reasons:

- (1) The death of the employee;
- (2) A termination of the employee's employment (for reasons other than gross misconduct) or reduction in the employee's hours of employment with Oakland County;
- (3) The employee's divorce or legal separation;
- (4) The employee becomes entitled to Medicare; or
- (5) The dependent child ceases to be a "dependent child" under our health care plan.

Under the law, the employee or a family member has the responsibility to inform Oakland County of a divorce, legal separation, or a child losing dependent status under our health care plan. When Oakland County is notified that one of these events has happened, Oakland County will, in turn, notify you that you have the right to choose continuation coverage. Under the law, you have 60 days from the date you would lose coverage because of one of the events described above to inform Oakland County that you want continuation coverage. Oakland County has the responsibility in the event of the employee's death, termination of employment or reduction in hours or Medicare eligibility to notify the parties involved.

Similar rights may apply to certain retirees, spouses, and dependent children if your employer commences a bankruptcy proceeding and these individuals lose coverage.

If you do not choose continuation coverage, your group health insurance coverage will end. Not choosing continuation coverage may cause a break in your continued coverage, and any such break of more than sixty-three days may cause loss of coverage portability.

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If you choose continuation coverage, Oakland County is required to give you coverage which, as of the time coverage is being provided, is identical to the coverage provided under the plan to similarly situated employees or family members. The law requires that you be afforded the opportunity to maintain continuation coverage for 36 months unless you lost group health coverage because of a termination of employment or reduction in hours. In that case, the required continuation coverage period is 18 months. This 18 months may be extended for affected individuals to 36 months from termination of employment if other events (such as a death, divorce, legal separation, or Medicare, entitlement) occur during that 18month period. Also, if you or your spouse gives birth to or adopts a child while on continuation coverage, you will be allowed to change your coverage status to include the child.

In no event will continuation coverage last beyond 36 months from the date of the event that originally made a qualified beneficiary eligible to elect coverage. The 18 months may be extended to 29 months if an individual is determined by the Social Security Administration to be disabled (for Social Security disability purposes) as of the termination or reduction in hours of employment or within sixty days thereafter. To benefit from this extension, a qualified beneficiary must notify the Plan Administrator of that determination within 60 days and before the end of the original 18month period. The affected individual must also notify the Plan Administrator within 30 days of any final determination that the individual is no longer disabled.

However, the law also provides that continuation coverage may be cut short for any of the following five reasons:

- (1) Oakland County no longer provides group health coverage to any of its employees;
- (2) The premium for continuation coverage is not paid on time;
- (3) You become covered under another group health plan;
- (4) You become entitled to Medicare;
- (5) You extend coverage for up to 29 months due to disability and there has been a final determination that the individual is no longer disabled.

You do not have to show that you are insurable to choose continuation coverage. However, under the law, you have to pay all of the premium for you continuation coverage.

This law was applied to our health care plan beginning January 1, 1987. If you have any questions about COBRA, or if you have changed marital status, or you or your spouse have changed addresses, please notify Oakland County at Oakland County Benefits Unit, 2100 Pontiac Lake Rd, Waterford MI 48328.