

Common COBRA Questions



How long can COBRA coverage last?

Qualifying Events for Employees	Maximum Length of COBRA Coverage
Voluntary or involuntary termination of employment for reasons other than gross misconduct	36 Months (18 Months for Ancillary Products)
Reduction in the number of hours of employment	

Qualifying Events for Spouses	Maximum Length of COBRA Coverage
Covered employee's becoming entitled to Medicare	36 Months
Divorce or legal separation	
Death of the covered employee	

Qualifying Events for Dependent Children	Maximum Length of COBRA Coverage
Loss of dependent child status under the plan rules	36 Months
Covered employee's becoming entitled to Medicare	
Divorce or legal separation of the covered employee	
Death of the covered employee	

How long does an ER have to notify Bond of a qualified event?

- 30 days from the qualifying event date

How long does Bond have to send the COBRA notification paperwork?

- 14 days from the date Bond is advised of the qualifying event

How long does an EE have to elect COBRA coverage?

- 60 days after the coverage loss date or the date the COBRA letter is sent, which ever is later.

How long does an EE have to pay the initial premium?

- 45 days after electing coverage (post-mark date when the form was sent in)

How much does COBRA cost?

- Total monthly premium plus a 2% administration fee

Can an EE have COBRA coverage if the group terminates their health plans?

- No, if the group does not have any active health plans the EE cannot choose COBRA coverage

Can an EE change plans or coverage level when choosing COBRA coverage?

- Yes, only during the plans open enrollment period