

INFORMATION ABOUT COBRA CONTINUATION COVERAGE

What is COBRA? It is a continuation of your university health insurance beyond a time when you otherwise would lose it.

Who is eligible for COBRA? All employees, their spouses, and their dependents who now have MTU's health coverage.

How do you become eligible for COBRA? By losing your regular health insurance coverage under certain qualifying events.

What are the qualifying events and how long does the coverage last?

For Employees – 18 months of continued coverage

1. Termination of employment for reasons other than gross misconduct. Includes retirement, unless paid coverage becomes available at retirement.
2. Reduction of hours which results in the loss of health plan eligibility.
3. If you are disabled at the time of termination and give notice of disability before the end of 18 months, coverage will be extended to 29 months.

For Dependents – 36 months of continued coverage

1. If your employee parent becomes eligible for COBRA, your coverage lasts up to 18 months.
2. No longer a "dependent child"
3. Employee parent dies or parents become divorced or legally separated.

What are the benefits? COBRA coverage is the same type of health coverage as before the qualifying event.

What does it cost? The monthly premium is the same as the MTU monthly group rate plus an additional 2% administrative fee.

How are premiums paid? You have 60 days to elect the COBRA coverage. A statement will be sent from the accounting office and payments must be made before the 27th of each month.