

**SOLANO COMMUNITY COLLEGE DISTRICT**

**CONTINUATION OF HEALTH BENEFITS (COBRA)**

**4200**

**POLICY:** Federal regulations grant employees and dependents the right to continue health insurance (medical, dental and vision) when one (1) or more of the following events occur:

1. Voluntary/Involuntary Termination of Employee (except for gross misconduct)
2. Reduction in Employee Hours
3. Death of Employee
4. Divorce
5. Legal Separation
6. Medicare Eligible
7. Dependent Child (beyond eligibility age)

To comply with the law, the District or health care representative will provide information concerning continuation of health and welfare information. The length of the continuation will be determined by the law.

The employee is responsible for notifying the Human Resources Department of divorces, legal separations, dependents reaching maximum age of benefit coverage and death of dependents.

The qualifying person has sixty (60) days to elect continuation of benefits from the date the event occurs, and within forty-five (45) days from the election date must pay initial premiums retroactive to the date of the event.

**REFERENCES/  
AUTHORITY:**

Consolidated Omnibus Budget Reconciliation Act of 1975

SLD/zg

BP 4200

**ADOPTED:** February 18, 1987  
January 21, 2004