



COBRA & STATE CONTINUATION MODEL NOTICES

The Department of Labor has created model notices to help plans and individuals comply with the notification requirements of the COBRA premium subsidy. There are four different notices. Each model notice is designed for a particular group of qualified beneficiaries and contains information to help satisfy the American Recovery and Reinvestment Act of 2009 notice provisions.

The **alternative notice** is a guide for small employers with less than 20 employees who are only required to offer mini-COBRA coverage. The Ohio Department of Insurance (ODI) has modified this notice to ensure compliance with Ohio State law. To view this notice click the Ohio State Continuation notice below. To view all model documents provided by the Department of Labor, please click the Department of Labor link below.

[OHIO STATE CONTINUATION MODEL NOTICE](#)

[DEPARTMENT OF LABOR MODEL NOTICES](#)

OHIO STATE CONTINUATION LEGISLATIVE UPDATE

The Ohio Senate passed the House Transportation Bill (HB 2) on March 18, 2009 that included the extension of the Ohio State Continuation Coverage (mini-COBRA). This bill would extend Ohio State Continuation health coverage from 6 to 12 months. In addition, HB2 changes the requirement of “unemployment eligibility” to be employees involuntarily terminated for reasons other than gross misconduct. Finally the bill includes language to make this change temporary until the end of 2009, after which it reverts to the current 6 month limit.

The next step is for the House and Senate to hold a “Conference Committee” to negotiate differences between each of their versions. After the differences are negotiated, each body will vote on the final bill and send it to Governor Strickland. HB2 has a requirement that the legislation be signed no later than March 31, so we should know the final outcome soon.

COSE is closely watching this legislation and will provide additional updates on our website at www.cose.org/cobra.