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| <p>Name of Policy: <u>COBRA (Consolidated Omnibus Budget Reconciliation Act regarding continuation of health coverage).</u></p> <p>Policy Number: 3364-25-39</p> <p>Approving Officer: President</p> <p>Responsible Agent: Associate Vice President and Chief Human Resources Officer</p> <p>Scope: All University of Toledo Campuses</p> |  <p>Revision date: March 14, 2019</p> <p>Original effective date: May 28, 2009</p> |
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|--------------------------|-----------------------------------|-------------------------------------|---|
| <input type="checkbox"/> | New policy proposal | <input type="checkbox"/> | Minor/technical revision of existing policy |
| <input type="checkbox"/> | Major revision of existing policy | <input checked="" type="checkbox"/> | Reaffirmation of existing policy |

(A) Policy statement

The University of Toledo complies with the requirements of the Consolidated Omnibus Budget Reconciliation Act (COBRA) regarding continuation coverage to eligible employees. The department of human resources shall provide notice to eligible employees as required by law. Full descriptions of continuation coverage, eligibility, and procedures shall be maintained by the department of human resources.

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| <p>Approved by:</p> <p><u>/s/</u> Sharon L. Gaber, Ph.D. President</p> <p><u>March 14, 2019</u> Date</p> <p><i>Review/Revision Completed by: Associate VP and Chief HR Officer, SLT</i></p> | <p>Policies Superseded by This Policy:</p> <p><i>06-023 COBRA (former Health Science Campus policy; review date 07/01/2003)</i></p> <p><i>Previous 3364-25-39, effective date February 12, 2013</i></p> <p>Initial effective date: May 28, 2009</p> <p>Review/Revision Date: February 12, 2013; February 15, 2019, March 14, 2019</p> <p>Next review date: March 14, 2022</p> |
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