

What is COBRA and how is it administered?

Consolidated Omnibus Budget Reconciliation Act (COBRA) is a federal law that requires employers to offer continued health insurance coverage to employees whose health and dental insurance coverage terminates. The COBRA Continuation Plan is the same Cigna Healthcare coverage you have been using, but is managed by a third party called Peak One Administration. You will be responsible for paying 100% of the premium costs to Peak One Administration. The rates shown reflex the 2025-2026 plan year.

- **Administered through Peak One Administration**
Address: Dept 10 PO Box 981044 Boston MA 02298
Phone: 877-404-9443
Email: benefits@peakoneadmin.com

<u>2025-2026 Plans</u>	<u>Premium costs/month</u>
• Employee only	\$611.44
• Employee/Spouse/Partner	\$1,279.26
• Employee/Child(ren)	\$1,081.46
• Employee/Family	\$1,750.90

ENROLLMENT PROCESS:

- 1) Upon termination of your position, Office of University Human Resources will notify Peak One Administration within 30 days of termination.
- 2) Peak One Administration will mail a COBRA enrollment packet to you.
- 3) Complete the enrollment form and mail it with the payment to Peak One Administration within 45 days of receiving your enrollment packet. Once received and processed, your insurance will start the first day of the month following the termination of the active group plan.

Please be aware that COBRA enrollment is not automatic. The enrollment form and payment must be received by Peak One Administration COBRA by the deadline to be enrolled in the COBRA insurance.

Frequently Asked Questions about COBRA Insurance

Is there a deadline to sign up for COBRA insurance?

Yes, you have 45 days from the date of your enrollment packet from PacificSource Administrators COBRA to send enrollment form and payment. Coverage will back date to the day after you terminated on the active group plan, so there will be continuous coverage as long as you enroll within 45 days.

Can I add my dependents to the COBRA insurance?

The COBRA Continuation insurance plan is a continuation of the same plan you have at the time of termination. If you do not have any dependent(s) on the plan, you may not add anyone. However, if you have a "Qualifying event" which includes marriage, domestic partner registration, divorce, birth, adoption, court order, involuntary loss of coverage, you can add a dependent to your COBRA insurance. You may remove any dependent from the insurance by written request to PacificSource Administrators COBRA.

Will the COBRA monthly premium payment be deducted from my paycheck?

Your premium deductions at OSU will be terminated and you will be responsible for paying your premiums directly to PacificSource Administrators COBRA once you enroll. The OSU Office of Human Resources is not monitoring your insurance any longer when you are on COBRA insurance.

If I am reappointed to a Graduate Assistantship, or receive a Graduate Fellowship, Postdoctoral Scholarship, or Clinical Fellowship does my PacificSource insurance plan automatically restart?

If you are a Graduate Assistant, Graduate Fellow, Postdoctoral Scholar or Clinical Fellow you **will** be automatically-enrolled in employee-only coverage upon starting a new position.

The OSU Office of University Human Resources and PacificSource Health Plans require you to complete a new enrollment form every time a gap in employment/fellowship/scholarship has occurred to become re-enrolled on the active plan.