

e-Alert: DOL Issues Two New Model COBRA Notices



Background

The Department of Labor (DOL) has announced updated versions of its model Consolidated Omnibus Budget Reconciliation Act (COBRA) General Notice and its model COBRA Election Notice. The notices have an updated expiration date of January 31, 2023.

Summary

The updated notices make it clear that plan administrations are required to provide notifications as follows:

- Covered individuals must be given a General Notice within 90 days after their group health plan coverage begins.
- Qualified beneficiaries must be given an Election Notice within 14 days after receiving notice of a qualifying event; however, certain circumstances allow for 44 days for the notice to be given.

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Employer Next Steps

- If you were previously using a prior version of the model COBRA General and model COBRA Election notices, you must now use the newly revised model notices.
- If you are a Benefits client at HR Knowledge utilizing our COBRA Administration Services, these notices will be automatically updated.
- If you have any questions about these notices, please [email us](#).

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