



POLICY RESOURCES

Human resources services are provided to Marshall University Research Corporation by
Marshall University Human Resource Services
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E-mail human-resources@marshall.edu, Web <http://www.marshall.edu/human-resources>

Applies to:	Marshall University Research Corporation (MURC)
Title:	Benefits – Benefit Continuation under COBRA
Number:	29
Effective Date:	10/01/06
Last Revision Date:	

Marshall University Research Corporation (MURC) complies with the provisions of the federal Consolidated Omnibus Budget Reconciliation Act (COBRA) that gives employees and their qualified beneficiaries the opportunity to continue health insurance coverage under MURC's health plan when a "qualifying event" would normally result in the loss of eligibility. Typical or common qualifying events include resignation; termination of employment; the death of an employee; a reduction in an employee's hours or a leave of absence; an employee's divorce or legal separation; and a dependent child no longer meeting eligibility requirements. Under the provisions of COBRA, the employee or beneficiary pays the full cost of coverage.

MURC's insurance provider provides each eligible employee with a written notice, containing information on the rights granted under COBRA at the time the employee becomes eligible for coverage under MURC's health insurance plan. This notice should be retained by the employee.

HUMAN RESOURCE SERVICES POLICIES AND PROCEDURES PROVIDED FOR MARSHALL UNIVERSITY RESEARCH CORPORATION (MURC) APPEAR ON THE MURC WEB SITE. TO NAVIGATE TO THE HUMAN RESOURCES POLICIES AND PROCEDURES, PLEASE CLICK **HUMAN RESOURCES** ON THE MURC HOME PAGE AT <http://www.marshall.edu/murc/>. MARSHALL UNIVERSITY HUMAN RESOURCE SERVICES PROVIDES HUMAN RESOURCES SUPPORT TO MURC. THIS POLICY IS COPYRIGHTED BY MARSHALL UNIVERSITY. FOR ANY QUESTIONS ON THIS POLICY, PLEASE CONTACT HUMAN RESOURCE SERVICES AT THE ADDRESS AT THE TOP OF THIS POLICY.

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