



# The Employer's Guide to C.O.B.R.A. Self-Administration (Employment Practices)

*Diane M. Pfadenhauer*

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Recent changes to federal legislation and the expansion of state law in the area of employer-sponsored health insurance has created a complex set of rule for employers to navigate when addressing the rights of those who are subject to federal COBRA and state mini-COBRA laws. Despite this complexity, many employers attempt to self-administer COBRA despite the perilous penalties and numerous areas where compliance is nearly impossible. The book provides the necessary tools, guidance and information for those brave enough to consider COBRA self-administration. Topics include an overview of COBRA eligibility, COBRA's extensive notice requirements, the premium subsidy under ARRA, COBRA's election procedures, and COBRA's interactions with other laws.

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