

# University of Arkansas at Pine Bluff

## Faculty/Staff Handbook

Policy: **CONTINUATION OF BENEFITS**

Policy #: **13.5**

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When an employee is terminated for any reason other than as a result of gross misconduct while covered by the health insurance plan, or if an employee reduces his/her workload to a part-time position and is no longer eligible for coverage under the health insurance plan, the employee may continue coverage, at his/her own expense, for up to eighteen months or until the employee is covered by another plan, whichever comes first, under the provisions of the federal Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA). Covered dependents may also be eligible for COBRA coverage under certain circumstances.

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**Resource(s):**

**Approved by:**

**Approval date:**

**Custodian:** Human Resources