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Reference to COBRA Compliance you ll find discussions of applicable rules and compliance requirements As well as helpful charts checklists and worksheets Each chapter s main points are summarized in the margin for ease of use The book covers applicable portions of the following Family and Medical Leave Act of 1993 Health Insurance Portability and Accountability Act of 1996 HIPAA Newborns and Mothers Health Protection Act Women s Cancer Rights Act State regulations   **COBRA Handbook** Pamela Sande,1997   **Employee Benefits Answer Book** Pamela Sande,Joan Vigliotta,1998   *COBRA Handbook* ,2003   **Quick Reference to Cobra Compliance, 2009-2010 Edition** Pamela Sande,Joan Vigliotta,2009-07 Quick Reference to COBRA Compliance is a guide for employee benefits professionals who administer the Consolidated Omnibus Reconciliation Act of 1985 COBRA as amended It provides information for administering COBRA in an easy to read format that allows the professional to find that information quickly when needed Additionally many of the chapters include Job Aids charts checklists sample notices worksheets and flowcharts that are specifically designed to assist the benefits professional in COBRA Administration The 2009 2010 Edition has been revised significantly to include A completely revised Chapter 2 that includes a discussion of the COBRA subsidy requirements for eligible individuals which provides premium assistance for certain involuntarily terminated employees and their families These requirements were imposed by the American Recovery and Reinvestment Act of 2009 ARRA and signed into law by President Obama on February 17 2009 New notice requirements and model forms for employers to inform qualified beneficiaries of their rights under ARRA Changes to the Family Medical Leave Act and the Mental Health Parity Act A new section on the Children s Health Insurance Program Reauthorization Act CHIPRA Updated maximum contribution rates for HSAs and HRAs and annual minimum deductible and maximum out of pocket amounts for a high deductible health plan   *Quick Reference to Cobra Compliance* Pamela L Sande,Joan Vigliotta,2022-09-25 Quick Reference to COBRA Compliance is a guide for employee benefits professionals who administer the Consolidated Omnibus Budget Reconciliation Act of 1985 COBRA as amended It provides information for administering COBRA in an easy to read format that allows the professional to find that information quickly when needed Additionally many of the chapters include job aids charts checklists sample notices worksheets and flowcharts that are specifically designed to assist the benefits professional in COBRA administration A topical index is also provided The 2022 Edition includes the following Additional rules for a special COBRA election period during the COVID 19 outbreak including the subsidy period assistance enacted by the American Rescue Plan Act see Chapter 4 New rules for extension granted to premium payments due to the COVID 19 pandemic see Chapter 6 A new section covering the COBRA subsidy premium assistance provisions enacted by the American Rescue Plan Act see Chapter 7 New model notices and timeframes including the form for applying for premium assistance see Chapter 7 Updated health savings account HSA and high deductible health plan HDHP limits for 2022 special enrollment extension due to COVID 19 and updated COBRA state law chart with additional information see Chapter 10 New summary of court case addressing adequate notice of COBRA rights see Chapter 11

Updated frequently asked questions including those on flexible spending accounts FSAs elections and COVID 19 relief termination of coverage for failure to pay premiums on a timely basis during the COVID 19 pandemic inclusion of marketplace information in notices and COBRA and other laws including updates to HSA limits and Affordable Care Act ACA penalties see Chapter 13 Significant changes to Health Insurance Portability and Accountability Act privacy rules Mental Health Parity Act the FSA cap Medicare Part A tax rate ACA penalties and the ACA Cadillac Tax see Chapter 14 **Quick Reference to COBRA Compliance** PAMELA L. SANDE,Joan Vigliotta,2021-09-22 Quick Reference to COBRA Compliance 2022 Edition

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