

CAREER EXPERTS GROUP

LET'S GET TO WORK ON YOUR CAREER!

YOUR CAREER > YOUR FUTURE

## ASK THE EXPERTS

OCTOBER 2022

### EMPLOYMENT BENEFITS

**I will be changing jobs and have to pay for COBRA coverage until my new employer benefits kick in. Are there any options to help me with this cost?**

When you leave an employer, your medical, dental, and vision benefits will end either on your last day of work or at the end of the month in which your employment ends. Benefits with your new employer may begin immediately or as late as 90 days after your hire/benefits eligibility date. This means that you could potentially need to elect and pay for COBRA coverage for up to 3 months.

COBRA, the [Consolidated Omnibus Budget Reconciliation Act](#), is a federal law about health insurance. If you lose or leave your job, COBRA lets you keep your existing employer-based coverage for at least the next 18 months. Under COBRA, you pay the whole premium — including the share your former employer used to pay. The average monthly cost of COBRA coverage is \$635 for individuals and \$1,815 for families.

As part of your salary negotiations, you can ask that your new employer reimburse you the cost of the COBRA insurance that you will have to pay until their benefits begin. By law, the employer cannot pay your COBRA coverage. You would need to make the payment and submit the receipt to the new employer for reimbursement.

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