

EXTENDED BENEFIT DEADLINE EXAMPLES



The National Health Emergency officially ended on **April 10, 2023**. The outbreak period extends 60 days after the national emergency, making the outbreak period end on **June 9, 2023**.

Below are examples of how COVID-19 related extended benefits deadlines will work with the confirmed ending date of the national emergency and the subsequent 60 days after.

- National Emergency Period
- Outbreak Period



EXAMPLES

Employee A

Employee A experiences a COBRA qualifying event and receives a COBRA election notice on **March 1, 2023**. Employee A has until **August 8, 2023** (60 days after June 9, 2023 instead of 60 days after March 1, 2023) to elect COBRA coverage.

Employee B

Employee B has been receiving COBRA coverage and made a timely payment for January but did not make a payment for February or March. Employee B has until **July 9, 2023** (30 days after June 9, 2023 instead of 30 days after March 31, 2023) to pay for COBRA coverage in the months of February and March, with coverage becoming retroactive to February.

Employee C

Employee C is eligible, but previously declined coverage through their employer. Employee C gave birth on **March 31, 2023**. They would like to exercise their HIPAA special enrollment rights and enroll in their employer's health plan. Employee C has until **July 9, 2023** (30 days after June 9, 2023, instead of 30 days after March 31, 2023) to enroll, granted they pay premiums for any length of coverage.

Please Note: This graphic is for example use only and should not be considered legal advice.