

Labor and Employment Alert: New Jersey Health Insurer Acts to Avoid COBRA Notice Requirement

Guidance as of March 26, 2020

The thousands of layoffs and reductions in hours for employees taking place around the State of New Jersey triggers thousands of COBRA notices to be issued to the furloughed employees who are enrolled in an employer-sponsored health insurance plan. One insurer, however, announced that it is waiving the “actively at work” requirement of the health insurance plan. This will allow terminated, furloughed, and even employees’ whose hours have been reduced to part time, to remain on the health insurance plan as if actively employed. Make sure to check with your health insurer if it has waived this requirement in conjunction with any layoffs, furloughs, or reduction in hours.