

ALLEN B. BRESLOW

Attorney at Law

6165 Jericho Turnpike
Commack, New York 11725
Telephone (631) 543-1191 ♦ Fax (631) 543-8305
Cell phone (631) 697-0117
E-mail: abreslow@breslowlaborlaws.com
Website: www.breslowlaborlaws.com

LEGAL ALERT

New York State's COBRA Law has recently been amended to provide up to **36 months of continuation coverage** under a Group Health Plan for covered employees and their dependents who lose coverage as a result of the employee's termination or reduction in hours of employment. (The federal law only requires 18 months for the employee's own coverage.)

The new COBRA Law also extends to 36 months continuation coverage for dependent children who age-out of coverage under certain circumstances. The Law applies to **ALL** insurance policies and contracts **issued, renewed or modified** in New York State **on or after July 1, 2009**. It is effective upon the issuance of a new policy.

Finally, New York State added **VICTIMS OF DOMESTIC VIOLENCE** as a new protected category of employee who cannot be discriminated against. This category should be added to the protected list that is contained in the Equal Employment/Harassment sections of your employee handbook. For those employers whose handbooks are old enough for revisions (older than 2006) please call me. We will revise your handbook including the updated list of categories as well as several other policies that have come about since 2006.