

# DOL issues guidance extending employee benefit deadlines

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The Labor Department today extended key deadlines for employee benefit plans, plan participants, and plan beneficiaries impacted by the coronavirus pandemic.

Under one guidance, [published jointly by DOL, IRS and Treasury](#), laid-off plan participants and their beneficiaries will have until 60 days after the national emergency ends to secure alternative coverage through special enrollment in another group health plan, COBRA, the Health Insurance Marketplace, Medicaid or CHIP. They will also be allowed more time to file or alter benefit claims or appeals of denied claims.

The second notice, [published by DOL'S Employee Benefits Security Administration](#), provides additional time for plan officials to supply documentation required under the Employee Retirement Income Security Act of 1974 as long as they make "a good faith effort" to supply them "as soon as administratively practicable."

“EBSA will continue to safeguard the employee benefits of American workers while ensuring that employers and plans have the flexibility they need to continue delivering benefits during this challenging time,” [Assistant Labor Secretary for EBSA Preston Rutledge said in a press release](#).

DOL published [a set of FAQs](#) on both notices.