

PROTECTING YOUR EMPLOYEE BENEFITS



U.S. Department of Labor
Employee Benefits Security Administration





WHO ARE WE AND WHY ARE WE HERE?

- U.S. DOL, EBSA administers ERISA
- ERISA is the law that governs many of the benefits sponsored by private sector employers
- Job Loss affects benefits
- Timely action needed to protect benefits



HEALTH INSURANCE OPTIONS

- Special Enrollment
- COBRA
- Coverage through a Government Program
- Individual Health Coverage (Marketplace)



HIPAA SPECIAL ENROLLMENT

- Requires a group health plan to allow an employee/spouse/dependent to enroll for coverage upon loss of other group health coverage
- Employee must request special enrollment from the other plan within 30 days of loss of coverage
- Coverage becomes effective 1st of the month following application



COBRA

- Ability to continue group health coverage under employer's plan
 - Includes dental and vision plans
 - Excludes disability and life insurance plans
- Applies to plans in private and public sectors
- Covers plans if employer has 20 or more employees



COBRA

- Job Loss – COBRA available for 18 months
- Participant can be charged 102% of the full cost of the insurance
- Notice to the Participant within 44 days
- Participant has 60 days to elect COBRA and then 45 days to make initial payment
- COBRA coverage is retroactive to date coverage was terminated



EXTENSION OF TIMEFRAMES

- COBRA Qualifying Event Notification
- COBRA Election Period
- COBRA Premium Payments
- Filing a Claim for Benefits & Appeal of Denial of Claim
- Special Enrollment



ADDITIONAL COVID-19 PROTECTIONS

Group health plans must cover both diagnostic testing and certain related items and services provided during a medical visit without cost sharing, prior authorization, or medical management.

This includes urgent care visits, emergency room visits, and in-person or telehealth visits to the doctor that result in an order for or administration of a COVID-19 test, including where rendered by an out-of-network provider.



INDIVIDUAL COVERAGE IN THE HEALTH INSURANCE MARKETPLACE

- One-stop shopping to find and compare private insurance options
- Compare coverage, premiums, deductibles and out-of-pocket costs before enrolling
- May be eligible for a tax credit to lower monthly premiums and out-of-pocket costs
- Losing job-based coverage is a special enrollment event



HEALTH INSURANCE MARKETPLACE

- To qualify for special enrollment, select a plan within 60 days before or within 60 days after loss of job-based coverage.
- The date your coverage will start depends on when you select a plan.
- Visit [HealthCare.Gov](https://www.healthcare.gov) for more info



COVERAGE THROUGH A GOVERNMENT PROGRAM

- You and your family may qualify for free or low-cost coverage from Medicaid and/or the Children's Health Insurance Program (CHIP).
- Find out if you qualify at [HealthCare.gov/](https://www.healthcare.gov/)
- Can apply for and enroll in Medicaid or CHIP any time of year.
- If you qualify, coverage begins immediately.



RETIREMENT PLAN

- Keep plan informed of your address
- Make sure you are getting information from the plan at least annually
- Benefit Payment Rules
 - Age 65
 - Some other time specified by the plan



WHAT OPTIONS DO I HAVE REGARDING MY RETIREMENT BENEFITS?

- Keep the funds in the old plan (and keep in touch)
- Benefit Payments
 - Rollovers to-
 - Personal IRAs
 - New Employer's plan (if allowed)
 - Direct Distributions



CONTACT INFORMATION

- EBSA Benefits Advisors
 - askebsa.dol.gov
 - 1-866-444-3272 toll free
- EBSA Website: www.dol.gov/agencies/ebsa
 - Look for Brochure, "*Retirement and HealthCare Coverage...Questions and Answers for Dislocated Workers*" in English and Spanish
- Marketplace info – HealthCare.gov
 - 1-800-318-2596