The involuntary loss of GROUP healthcare coverage (coverage through employer or union) is a protected event which allows those affected to obtain other coverage within SIXTY days.

Often there are many options for coverage to be evaluated by those affected. Understanding one’s options and the pros and cons of each is critically important to making a sound decision.

We will briefly review the options and then walk through them with our fictional Martin family created for purposes of this presentation.
Options to Consider

- “Package” from former Employer
- Spouse or parent’s group plan
- COBRA
- Individual plan – Off Exchange
- Individual plan – On Exchange
- Medicare
- Medicaid
Options to Avoid

- Short-term Medical Plans (not available in NY, NJ or CT)
- Christian Healthcare Plans (they are not insurance)
- Other “creative” plans suggesting you can join a union and be part of a group
- A relative, former spouse, friend who is a business owner who says you can “be added to their plan” as an employee when you are not an employee
Compare Options

• Premiums
• Plan design – product, deductible, coinsurance
• Other projected out-of-pocket costs
• Network of Hospitals
• Network of doctors and other providers
• Prescription drug formulary
Our Fictional Family and Their Options

Mom
- Jessica Martin
- Subscriber
- 52-year-old Hotel Executive at large chain
- Laid off

Dad
- Mark Martin
- Dependent on wife’s plan
- 65 years old
- Retired investment banker

Eldest Son
- Joseph Martin
- Subscriber on separate restaurant plan
- 32 years old
- Just closed both restaurants

Daughter
- Sarah Martin
- Dependent on Mother’s plan
- 25-year-old self-employed writer
- Engaged to be married

Younger Son
- Jeremy Martin
- Dependent on mother’s plan
- 23-year-old graduate student who opted out of school’s plan
Jessica, 52
Laid Off Hotel Executive

Options

- Company’s short-term “package”
- COBRA (federal since employer 20 or more) for up to 18 months, check NY status and other states if employer smaller than 20

Options

- Individual Plan – Off Exchange
- Individual Plan – On Exchange
Mark, 65
Retired Investment Banker

Options

• Medicare

• One 65 and over should not consider COBRA unless already on Medicare A and B as rules of insurance are COBRA should be secondary to Medicare

• He can opt out of Medicare B and other products should Jessica return to work with active group coverage
Joseph, 32
Former Restaurant Operator

Options

• No COBRA option. The business closed so there is no active group left.
• Individual Plan – Off Exchange

• Individual Plan – On Exchange
• Medicaid?
Sarah, 25
Self-employed writer

Options

- Consider mother’s “package” if applicable
- COBRA – for up to 36 months (federal law) in any state

- Individual Plan – Off Exchange
- Individual Plan – On Exchange
- Medicaid?
- Pursue domestic partner coverage/marriage to join fiancée’s plan
Jeremy, 23
Graduate Student

Options

- Consider mother’s “package” if applicable
- COBRA - for up to 36 months (federal law) in any state
- Individual Plan – Off Exchange

- Individual Plan – On Exchange
- Enroll in college plan due to “involuntary loss of coverage”
- Not eligible for Medicaid (affluent parents claim as dependent)

Younger Son
Implementing Your Plan

- Have written proof of loss of active group coverage
- Read all material thoroughly and comprehend completely
- Act timely
- Document everything
- Follow-up

It’s not over until all affected have an i.d. card in their possession that is associated with an active plan or a soon to be active plan
Summary

- Coverage transition issues can be complex. Plan accordingly.

- HR/Benefits professionals are experts in group coverage matters but rarely Medicare, individual coverage, or Medicaid.

- U.S. system places great responsibility on those outside of employer/corporate coverage “cocoon.”

- If not facing a transition, become familiar with features of your current coverage and think about a Coverage Plan.

- Visit the Education tab on healthcarenavigation.com for resources and call us with questions.
THANK YOU