

HEALTH INSURANCE COVERAGE AFTER EMPLOYMENT ENDS

COBRA - Consolidated Omnibus Budget Reconciliation Act

When does my group health insurance coverage end?

Your group health coverage will terminate on the date your employment ends. When you leave employment with the College of Medicine, you are entitled to purchase continuous health coverage under C.O.B.R.A.

Who can be covered under COBRA?

You and your covered dependents who were covered under the health plan the day before your termination date.

How do I enroll in COBRA?

You will receive a packet of information from Benefits Advantage at the home address shown for you in the Personnel System.

How long do I have to decide if I want coverage?

You have 60 days from the date group health coverage terminates or from the date the election notice is sent to you, whichever comes later, to elect COBRA continuation coverage.

While I am considering enrollment in COBRA during the 60 day election period, do I have coverage for my medical expenses incurred during that period?

You will not be covered under the plan during the election period. Your group health coverage will cease as of midnight on your last day of employment. Any claims occurring after that date will not be paid. However, if a COBRA election is made, and applicable premiums are paid, your group health plan will be reactivated back to the day following your termination date and any covered claims would be released for payment. You should forward a copy of your denied claim Explanation of Benefit to our local consultants in order that they implement reprocessing.

Can I drop health coverage at termination and pick up COBRA at a later date?

No, federal law states that coverage must be continuous. *See AARA for exception.

What is the current cost?

The current monthly COBRA premiums may be found at www.med.ufl.edu/benefits/rates.shtml

How long does COBRA last?*

You, your spouse and dependent children are entitled to 18 months of continuous coverage if the qualifying event is termination of employment.

For complete detailed information regarding the loss of plan benefits see the information in your

Humana booklet certificate <http://www.med.ufl.edu/benefits/UFCOMGroupHealth.pdf>

or review **US Department of Labor FAQs For Employees About COBRA Premium Reduction Under ARRA:**

<http://www.dol.gov/PrinterFriendly/PrinterVersion.aspx?url=http://www.dol.gov/ebsa/faqs/faq-cobra-premiumreductionEE.html>. Complete details for election rights, and timelines concerning you and your dependents rights may be found at these sites.

*Note: Under ARRA, plans have additional notice requirements. If your qualifying event occurred on or after September 1, 2008 through December 31, 2009, you may receive one of these notices and be eligible for temporary reduced premiums for up to 9 months (some individuals will also be eligible for an additional election opportunity). For more information visit the COBRA PREMIUM Reduction FAQs or call 1 866 444-3272 to speak to a DOL Benefits Advisor.

ARRA - The American Recovery and Reinvestment Act of 2009

The American Recovery and Reinvestment Act of 2009 (ARRA) provides for premium reductions and additional election opportunities for health benefits under the Consolidated Omnibus Budget Reconciliation Act of 1985, commonly called COBRA. Eligible individuals pay only 35 percent of their COBRA premiums and the remaining 65 percent is reimbursed to the coverage provider through a tax credit. The premium reduction applies to periods of health coverage beginning on or after February 17, 2009 and lasts for up to nine months for those eligible for COBRA during the period beginning September 1, 2008 and ending December 31, 2009 due to an involuntary termination of employment that occurred during that period. The TAA Health Coverage Improvement Act of 2009, enacted as part of ARRA, also made changes with regard to COBRA continuation coverage. For complete details please review the following File: US Department of Labor FAQs For Employees About COBRA Premium Reduction Under ARRA

HIPAA - Health Insurance Portability and Accountability Act

Under the provisions of HIPAA, a Certificate of Health Insurance Portability will automatically be sent to you. The Certificate of Health Insurance Portability will detail the total time covered under our group health plan and the type of health care plan you were covered under. Under HIPAA, the time covered under our group health plan may be used to reduce a new employers' pre-existing condition period. For example, if you were covered under our health plan for 10 months, including COBRA coverage, and your new employer had a 12 month pre-existing condition clause for new employees, they would subtract 10 months from their 12 month pre-existing condition period, which would leave you with only a two month pre-existing condition period. For your coverage under our plan to be counted under a new employer's plan, there must not be a break in coverage for more than 63 days from the time our plan (including COBRA coverage) ceases to the time the new employer's health plan begins. Questions regarding a new employer's pre-existing condition period and the impact HIPAA will have should be directed to your new employer.

College of Medicine

Office of the Dean

Fringe Benefits/Gainesville

(352)273-5077

Fringe Benefits/Jacksonville

(904) 244-8531

Local Consultants:

Holloway Financial Services, Inc.

500 NW 43rd Street

Gainesville, FL 32606

Toll-Free Hotline: 1 800 330-4628

352 377-2078

800 330-4628

benefitsinfo@hollowayfinancial.com

C.O.B.R.A. Third Party Administrators

Benefit Advantage

3431 Commodity Lane

Green Bay, WI 54304

Toll-Free Hotline: 1 800 686-6829

jshlies@benadvan.com

U.S. Department of Labor

Frances Perkins Building

200 Constitution Ave, NW

Washington, DC 20210

Toll-free Hotline: 1 866 444-3272

Text Telephone: 1 877 889-5627