Agenda

- Employer-sponsored coverage (ESC) overview
- How an offer of employer-sponsored coverage affects Marketplace eligibility/financial assistance
- COBRA overview
- How COBRA affects Marketplace eligibility/financial assistance
Knowledge Check 1

A consumer can’t get Marketplace coverage if they’re eligible for employer-sponsored coverage.

True or False
Knowledge Check 1: False

A consumer can’t get Marketplace coverage if they’re eligible for employer-sponsored coverage.

True  or  False
Knowledge Check 1: False

- A consumer may still be eligible for Marketplace coverage even if they’re eligible for employer-sponsored coverage.
- In order to be eligible for Marketplace coverage, a consumer must:
  - Live in the U.S.
  - Be a U.S. citizen or national (or lawfully present)
  - Cannot be incarcerated
- Eligibility for employer-sponsored coverage may impact eligibility for financial assistance through the Marketplace.
What is Employer-Sponsored Coverage (ESC)?

- Employer-sponsored coverage is:
  - A health insurance plan offered by employers.
  - Generally considered minimum essential coverage (MEC) that satisfies the individual shared responsibility requirement.
If a consumer’s employer-sponsored coverage offers coverage to their children, children can stay on the employer plan until at least the age of 26 (some states may have more generous requirements).

Children under 26 can also be on their parent’s Marketplace plan (through at least December 31 of the year they turn 26).
Children can join a parent’s plan and stay on until the child turns 26, even if they:

- Get married
- Have or adopt a child
- Start or leave school
- Live in or out of the parent’s home
- Turn down an offer of job-based coverage
- Are not claimed as a tax dependent
If a consumer is eligible for employer-sponsored coverage, they are never eligible for financial help through the Marketplace.

True     or     False
Knowledge Check 2: False

If a consumer is eligible for employer-sponsored coverage, they are never eligible for financial help through the Marketplace.

True    or    False
Knowledge Check 2: False

- Consumers may be eligible for financial help through the Marketplace if their offer of employer-sponsored coverage is either **unaffordable** (by Marketplace standards) or **does not meet the minimum value standard**.
  - It does not need to fail both tests for consumer to potentially be eligible for financial help through the Marketplace.

- If consumers are **enrolled** in their employer-sponsored coverage, they are not eligible for financial help through the Marketplace, regardless of whether that is affordable and meets the minimum value standard.
What is Considered Affordable?

- Employer-sponsored coverage is considered affordable if the employee’s share of the annual premium for the lowest cost employee plan is no greater than **9.56%** of the employee’s annual household income (in 2018).
When the Marketplace is calculating a family’s eligibility for financial help, it considers the cost of the lowest cost plan available to the employee and their family.

True or False
Knowledge Check 3: False

When the Marketplace is calculating a family’s eligibility for financial help, it considers the cost of the lowest cost plan available to the employee and their family.

True or False
Knowledge Check 3: False

- The affordability test considers the **lowest cost self-only plan** available to the employee.
  - The annual premium is no greater than 9.56% of annual household income.
What is the Minimum Value Standard?

- A health plan meets minimum value standards if it pays at least 60% of the total cost of medical services for a standard population and benefits under the plan include substantial coverage of inpatient hospital and physician services.

- A plan’s Summary of Benefits and Coverage will indicate if the plan meets minimum value standards.
Waiting Periods and Eligibility for Marketplace Financial Assistance

- The Marketplace considers a consumer ineligible for employer-sponsored coverage during the employee’s waiting period for employer-sponsored coverage.

- Therefore, consumers may be eligible for financial help through the Marketplace during an employer’s waiting period.
A consumer may be eligible for financial help through the Marketplace if the consumer misses their employer’s enrollment period or they decide not to enroll in their employer’s plan.

True or False
A consumer may be eligible for financial help through the Marketplace if the consumer misses their employer’s enrollment period or they decide not to enroll in their employer’s plan.

True or False
The Marketplace considers if a consumer had an offer of affordable employer-sponsored coverage that meets the minimum value standard when it determines eligibility for financial help, even if the consumer is not currently enrolled in the employer’s coverage.

Exception: Consumers who are eligible for but not enrolled in COBRA may still be eligible for financial help.
What is COBRA? (Continued)

The Consolidated Omnibus Budget Reconciliation Act (COBRA):
- Allows consumers to keep employer-sponsored coverage temporarily after their employment ends; however,
- Consumers will likely have to pay 100% of the premium.
What is COBRA? (Continued)

- When consumers lose employer-sponsored coverage, they are generally allowed COBRA coverage for **18 Months**.

- Extensions:
  - Disability—additional 11 months for a total of 29 months.
  - Second qualifying event—additional 18 months for a total of 36 months.
What is COBRA? (Continued)

- COBRA can be retroactive.
- Consumers have 60 days after losing employer-sponsored coverage to enroll in COBRA.
- Consumers have 45 days after enrollment to pay their first month’s premium.
A consumer’s costs under COBRA will generally not be the same as when they were employed or worked enough hours to be eligible for employer-sponsored coverage.

True or False
A consumer’s costs under COBRA will generally not be the same as when they were employed or worked enough hours to be eligible for employer-sponsored coverage.

True or False
Knowledge Check 5: True

- Employers decide if they’ll contribute to the consumer’s premiums under COBRA.
- Consumers may be responsible for the entire monthly premium.
  - This will likely be more expensive than when they were employed.
Consumers have _________ days to enroll in COBRA after losing their employer coverage.
A. 30
B. 60
C. 90
Consumers have ________ days to enroll in COBRA after losing their employer coverage.

A. 30

B. 60

C. 90
Consumers can drop COBRA to qualify for a Special Enrollment Period.

True   or   False
Knowledge Check 7: False

Consumers can drop COBRA to qualify for a Special Enrollment Period.

True or False

Consumers are not eligible for a Special Enrollment Period if they voluntarily end their COBRA coverage.
Can you change from COBRA to a Marketplace plan?

<table>
<thead>
<tr>
<th></th>
<th>If your COBRA is running out</th>
<th>If you’re ending COBRA early</th>
<th>If your COBRA costs change because your former employer stops contributing and you must pay full cost</th>
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<tbody>
<tr>
<td><strong>During Open Enrollment</strong></td>
<td>Yes, you can change.</td>
<td>Yes, you can change.</td>
<td>Yes, you can change.</td>
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<tr>
<td><strong>Outside Open Enrollment</strong></td>
<td>Yes, you can change — you qualify for a Special Enrollment Period.</td>
<td>No, you can’t change until the next Open Enrollment Period, your COBRA runs out, or you qualify for a Special Enrollment Period another way.</td>
<td>Yes, you can change — you qualify for a Special Enrollment Period.</td>
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