

Continuation of Health Coverage

Know Your Options

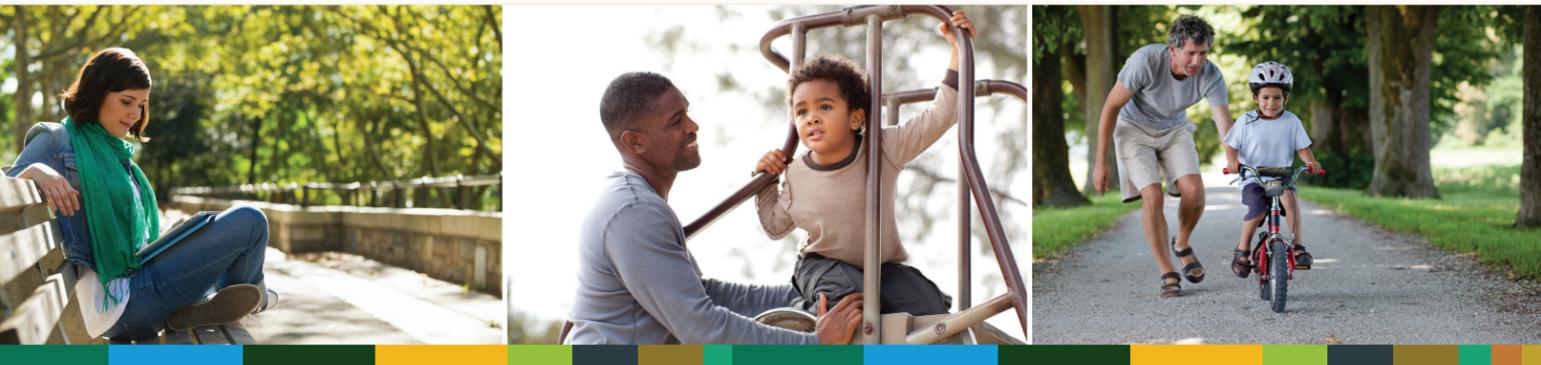
For more information, log on:

 ConnectforHealthCO.com



Many businesses provide health insurance as a benefit for their employees and pay a portion of the costs of the health coverage to reduce the amount that employees pay in monthly premiums.

For example, if a company covers 70% of health insurance costs for its workforce, then employees who opt for coverage would be responsible for paying for the remaining 30%. If a health plan for an employee-plus-spouse costs \$600 per month, the company would pay \$450 and the couple \$150 per month.



What happens when employer-provided coverage is lost?

When an employee is terminated from a job, or the spouse who is covered is divorced and cancelled from the employee plan, traditionally, there have been two choices:

1. Pay more to continue having the same employer-provided insurance using the federal COBRA or the Colorado Continuation health coverage programs
2. Buy a new individual plan directly from an insurance company

Now you have more options through Connect for Health Colorado, the marketplace to buy health insurance for you and your dependents. You may also qualify for new financial assistance to reduce your monthly costs.



For more information, contact Connect for Health Colorado at **855-752-6749** or contact your employer benefits manager.

[ConnectforHealthCO.com](https://connectforhealthco.com)

Connect for Health Colorado

If you lose health insurance because of a job loss, divorce, death or other qualifying life events, you can buy private insurance through Connect for Health Colorado and, based on income, potentially qualify for tax credits to reduce monthly premiums and other financial assistance to lower your healthcare costs.

The Marketplace is the only place to get these healthcare tax credits.

You must report your life-change event to Connect for Health Colorado within 30 days after it occurs to be able to buy a new plan. If you are aware that your employer-sponsored coverage is going to end, you can report the anticipated change up to 60 days beforehand so you can choose new coverage to take effect as soon as your old coverage ends, so there are no gaps.

The advantages of the Marketplace include choosing from a broad array of plans, and potentially qualifying for tax credits or other financial assistance to reduce your monthly bills. You or your family may be eligible if you are within one of these income ranges:

-  Individual earning **\$15,500 to \$46,500**
-  Family of 2 earning **\$21,000 to \$63,000**
-  Family of 3 earning **\$26,000 to \$79,000**
-  Family of 4 earning **\$31,500 to \$95,000**

COBRA Health Coverage

(Consolidated Omnibus Budget Reconciliation Act)

COBRA is a federal law that applies to most companies with 20 or more employees that offer health insurance for workers and their dependents. If you lose coverage from your or your spouse's (or parent's) employer-provided health insurance due to job loss, divorce or other qualifying event, you are temporarily able to continue that insurance by buying it through the COBRA program. To keep the same health insurance, the former employee, spouse or dependent must pay the monthly premium payment, including the portion of coverage that was previously paid by the employer plus a 2% fee.

Colorado Continuation Coverage

Colorado Continuation is the state alternative to COBRA intended to fill some gaps – such as when a company has fewer than 20 employees or the covered employee's termination was due to "gross misconduct." Unlike COBRA, the Colorado Continuation Coverage is available as an option only if the employee has been continuously covered under the employer's plan for at least six months, and it does not apply to companies that have self-funded plans or plans outside the jurisdiction of Colorado laws.



Consider Your Options Carefully and Quickly

Before selecting your health plan option, be sure to understand the cost and coverage of your current plan and what other plans may or may not include. Call us or talk to a broker or Health Coverage Guide, at no charge, to discuss your choices:

- Buying a new plan through the Marketplace can be less expensive, particularly if you qualify for financial assistance.
- COBRA and Colorado Continuation Coverage allow you to keep the same employer-provided plan you know, with the same benefits and doctors, for up to 18 months (in some cases you can extend COBRA up to 36 months). But there are no subsidies or tax credits to help you pay.
- If you select COBRA or Colorado Continuation, you cannot cancel and shop for a Connect for Health Colorado plan until the next Open Enrollment period. Don't risk being uninsured.
- Your employer-sponsored plan may cost more in premiums, but if it is late in the year and you have already met your deductible, you may want to keep that plan through the end of the year since full benefits apply.
- Changing insurance may mean changing doctors if your doctor is not in-network. You'll also want to know if any current prescriptions are covered or if they will be out-of-pocket costs.
- You need to make a decision within 30 days of losing employer-provided coverage.

855-PLANS-4-YOU (855-752-6749)
TTY: 855-346-3432

[➔ ConnectforHealthCO.com](https://connectforhealthco.com)

