

**American Rescue Plan Cobra Subsidy Form Requirements Cheat Sheet**  
*As of June 2, 2021*

Status	Documentation Required
Eligible & Currently on Cobra - no plan change	If someone is currently on Cobra continuation coverage, they <b>must elect</b> to be treated as an Assistance Eligible Individual to receive the subsidy. Forms Required: <ul style="list-style-type: none"> <li>● A copy of the Notice</li> <li>● <a href="#">Request for Treatment as an Assistance Eligible Individual</a></li> </ul>
Eligible & Currently on Cobra - plan change	If someone is on Cobra and would like to switch plans. <ul style="list-style-type: none"> <li>● A copy of the Notice</li> <li>● <a href="#">Request for Treatment as an Assistance Eligible Individual</a></li> <li>● <a href="#">Switching Form</a></li> </ul>
Eligible & not on Cobra and traditional enrollment period has elapsed  <b>*Federal COBRA only*</b>	If someone would have been eligible for Cobra coverage had they not declined or discontinued <ul style="list-style-type: none"> <li>● Traditional Cobra Enrollment Forms</li> <li>● A copy of the Notice</li> <li>● <a href="#">Request for Treatment as an Assistance Eligible Individual</a></li> <li>● <a href="#">Cobra Continuation Coverage Election Form</a></li> </ul>
Newly Eligible	If the member becomes newly eligible for coverage during the period <ul style="list-style-type: none"> <li>● Traditional Cobra Enrollment Forms</li> <li>● A copy of the notice</li> <li>● <a href="#">Request for Treatment as an Assistance Eligible Individual</a></li> <li>● <a href="#">Cobra Continuation Coverage Election Form</a></li> </ul>

## Frequently Asked Questions

Category	Question	Answer
Eligibility	Who is eligible for the subsidy?	<ul style="list-style-type: none"> <li>• Subsidies are available to cover 100% of premium for individuals eligible for COBRA continuation (and state continuation coverage) <b>if they involuntarily lose their job</b> (other than for willful misconduct); <b>or they lose coverage due to their hours being reduced</b>. The DOL calls these individuals “Assistance Eligible Individuals”.</li> <li>• Subsidies are available to the above individuals if they are currently on COBRA, or if they would have been eligible for COBRA but declined or discontinued it. These individuals are given another election period.</li> <li>• <b>[CalCobra Applicability]</b> - The above bullet point only applies to members that are <u>currently on CalCobra or within their election period</u>. The state has not provided an additional election period for those who declined or discontinued CalCobra.</li> </ul>

	<p>Who is NOT eligible for the subsidy?</p>	<p>Subsidies are NOT available to those who:</p> <ul style="list-style-type: none"> <li>● Are eligible for another group health plan (not including excepted benefits, qualified small employer health reimbursement arrangement (QSEHRA) or a flexible savings account (FSA))</li> <li>● Are eligible for Medicare.</li> <li>● <b>Not applicable to Small Groups with less than 20 employees:</b> Group health plans subject only to state continuation coverage and not subject to federal COBRA are NOT eligible to receive the subsidy. As a result, any administration we handle for these groups will not need to be altered to adhere to this law. <ul style="list-style-type: none"> <li>○ <b>[CalCobra: Please note that members currently on CalCobra or within their election period are eligible for the subsidy.]</b></li> </ul> </li> </ul>
	<p>What is an Assistance Eligible Individual?</p>	<p>An Assistance Eligible Individual (AEI) are individuals that qualify for the subsidy and elect it. These individuals can have any of the following statuses:</p> <ul style="list-style-type: none"> <li>● Currently receiving COBRA continuation coverage and switch to a different plan</li> <li>● Previously enrolled in COBRA continuation coverage but discontinued it or declined coverage</li> <li>● Not yet enrolled in COBRA coverage</li> </ul>
	<p>How will the carrier confirm eligibility for Cobra? Will they request confirmation of voluntary/involuntary termination from employers?</p>	<p>Oscar will rely on the employer groups to make the determinations of eligibility.</p> <p>*Employee has to go through employer to submit to the carrier for COBRA coverage.</p>

		<p>Traditional employer and broker attestations will apply.</p> <p>The group should submit the appropriate documentation through their primary Sales or AM POC.</p>
Administration	<p>How will the subsidy work or how will employees receive the premium assistance?</p>	<p>The ARP requires the premium assistance to go directly to the insurer for group health plan coverage. <b>Individuals must elect to receive assistance.</b></p> <p>Individuals who elected to receive assistance <u>will not have to pay their premiums during their coverage period that is within the window of April 1 to September 30, 2021</u></p>
	<p>Will groups still have to pay the premiums?</p>	<p>Groups will be billed for premiums until the required documentation is submitted.</p> <p>After submission, premium collection for the members who have duly elected will be suspended for the applicable period.</p>
	<p>How will employees be notified about the assistance?</p>	<p>Notices that will be provided by Cobra Administrators by May 31, 2021:</p> <ol style="list-style-type: none"> <li>1. <b>A general notice to all individuals who had a qualifying event</b> that is a reduction in hours or an involuntary termination of employment from April 1, 2021 through September 30, 2021.</li> <li>2. <b>A notice regarding the extended COBRA election period</b> to any Assistance Eligible Individual currently enrolled in COBRA coverage (or those that <i>would</i> have been if that had not declined it or discontinued it) who had a qualifying event before April 1, 2021. However, this does not</li> </ol>

		<p>extend the maximum coverage period <u>and does not include</u> individuals whose maximum COBRA continuation coverage period (18 months from the qualifying event) would have ended (whether elected or not) before April 1, 2021.</p> <p><b>A third notice</b> will be provided 15-45 days before the subsidy expires, the notice will explain that the subsidy expires soon.</p>
	How can you elect to receive the assistance?	An election form will be included with the notice received by the employee. The group/broker can submit the appropriate documentation via their primary Sales/AM contact
	How long does the assistance last?	The assistance lasts for the applicable Cobra coverage period included within the window of 4/1/21-9/30/21. The individual can choose a different date for the subsidy coverage to start (e.g., 7/1/2021)
	Is there any event that disqualifies you from receiving the subsidy?	ARP directs AEIs to inform employers if they have been offered alternate group health coverage or become eligible for Medicare, which nullifies the COBRA subsidy for an AEI.
Enrollment and Effective Dates	What is the timeline to enroll?	<ul style="list-style-type: none"> <li>● <b>Subsidy:</b> The subsidy must be elected <u>within 60 days</u> of receiving the notice.</li> <li>● <b>Extended Cobra Enrollment:</b> The ARP provides an extended time frame for people to enroll in COBRA to take advantage of the subsidies. Individuals who are not yet enrolled or discontinued/declined COBRA, will have an extended period to enroll, which <b>will be 60 days from the date the employer or insurer</b></li> </ul>

		<p><b>provides the notice of extended election period.</b></p> <ul style="list-style-type: none"> <li>• The extended time frame to elect COBRA to take advantage of the subsidy, however, <b><u>does not extend the overall COBRA continuation coverage period of 36 months (federal + state)</u></b>. If an individual is towards the end of the continuation coverage period when the notice is provided, the 60 day opportunity to elect the coverage does not extend the coverage period by an additional two months.</li> <li>• <b>[CalCobra Applicability]</b> Individuals who declined or discontinued coverage under CalCobra have not been provided an additional election period by the state and are not eligible to receive the subsidies.</li> </ul>
	<p>What is the effective date?</p>	<ul style="list-style-type: none"> <li>• Coverage can start prospectively <b>or</b> if there was a qualifying event on or before April 1, they can choose to have coverage start as of April 1.</li> </ul>
	<p>Can employees switch plans during this period?</p>	<ul style="list-style-type: none"> <li>• Individuals who are currently enrolled in COBRA continuation coverage <b>will have a period of 90 days to switch to a different plan offered by their employer</b>, where the different plan's premium does not exceed the current COBRA plan and the employer allows the person to switch.</li> </ul>
	<p>How will employers notify Oscar of switching plans?</p>	<ul style="list-style-type: none"> <li>• Groups should submit the notice, the election form and the form for Switching COBRA Continuation Coverage Benefit Options</li> </ul>

		<ul style="list-style-type: none"><li>• Group / Broker is to email the forms to Oscar</li></ul>
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