

Health Insurance Options When Leaving OSU Employment

You have several options available to you upon leaving employment or retiring. Take time to review the coverage options to ensure the coverage you select is right for you and your family.

Public Employees' Benefit Board (PEBB)

PEBB offers two options for continuing PEBB health insurance coverage on a self-pay basis. Continuation coverage is for all eligible family members. Both options are administered by BenefitHelp Solutions, PEBB's third party administrator.

- **COBRA**

- Federal law allows you to continue the same coverage you had as an employee on a self-pay basis
- COBRA enrollment material will be mailed to you by BenefitHelp Solutions.
- COBRA continuation coverage is available for a limited time, usually 18 months.
 - If you retire because of disability, you may be eligible for an additional 11 months of COBRA coverage, for a total of 29 months.
 - In the event of your death, COBRA coverage may continue for dependents up to 36 months from the time you began to pay your own premium. Other provisions may apply for COBRA coverage.
- COBRA coverage ends if you:
 - Become eligible for Medicare in the 18-month period (except those with end-stage renal disease);
 - Become covered by another group medical plan that does not exclude or limit coverage for pre-existing conditions; or
 - Fail to make a payment.
- If you are eligible for Medicare and enroll in COBRA coverage it may limit your ability to enroll in a Medicare Supplement Plan and you may incur penalties on your Medicare premium. For more information contact the Social Security Administration or Medicare directly.

- **PEBB Retiree Plans**

- To be eligible, you MUST be
 - **Eligible** to receive a PERS (age 55) or ORP (age 55) retirement pension; **AND**
 - Currently enrolled in PEBB Medical and/or Dental plans.
 - You do not need to be receiving a pension benefit.
- Coverage can be continued until age 65 or Medicare eligibility.
- PEBB coverage must be continuous from active-employee to retiree status.
- Eligible individuals include the employee and their eligible dependents (spouse/partner and dependent children) which were covered on the employee's active PEBB plans
- Choose between all PEBB Plans offered (full-time and part-time plans).
- You may enroll in medical or dental coverage or both. If you choose only dental or medical coverage, you will not be able to add the other coverage later.
- If you are eligible for Medicare, you are not eligible for PEBB retiree coverage.
- Enroll within **30-days** from the date your PEBB coverage ends (Active and/or COBRA). You cannot have a break in PEBB coverage (exception if covered under another PEBB employee's plan).
- Can enroll before, during, or after COBRA coverage ends.

Public Employees' Retirement System (PERS)

- **Available to PERS members only** (Tier 1, Tier 2, OPSRP)
- Must be receiving a PERS pension benefit (or took the lump sum option at retirement)
- Non-Medicare and Medicare Supplemental plans available
- PERS Medicare Plans include Medicare Part D coverage. Do not enroll in a separate Medicare Part D plan.
- Plan options include:
 - Retiree with Medicare and Family without Medicare;
 - Retiree with Medicare and Family with Medicare; or
 - Retiree without Medicare and Family with Medicare.
- Dental Coverage:
 - Must be enrolled in a health plan to be eligible to enroll in the dental plan.
 - If you do not enroll in the dental plan when first eligible, you will not be able to add the dental plan later.
 - You can drop the dental plan later if you no longer want it.
- Long-term Care plans also available
- Premium Subsidies for Tier 1 & Tier 2 members that meet the eligibility requirements:
 - RHIA – Medicare subsidy, must have at least 8 years of PERS service
 - RHIPA – Non-Medicare healthcare subsidy, only State or University years of service count when calculating years of service for the subsidy. MUST immediately retire from PERS after leaving employment.
- **Enrollment opportunities:**
 - New (PERS) retiree
 - Medicare eligibility (must have Medicare Parts A & B). This will be your last opportunity unless you have employer group coverage.
 - Continuous employer-sponsored group coverage for 24 consecutive months immediately preceding enrollment (includes COBRA and retiree coverage). This can be after Medicare eligibility.
- Contact the PERS Health Insurance Program for more information at (503) 224-7377 or (800) 768-7377 or online at <http://www.pershealth.com/>

Oregon's Health Insurance Marketplace (National Healthcare)

- **OregonHealthcare.gov** (www.oregonhealthcare.gov) is Oregon's Health Insurance Marketplace
- To locate the Marketplace in other states, visit: www.HealthCare.gov

Individual Coverage

Individual insurance plans are available through most health insurance carriers. These policies are issued directly to an individual and premiums are age rated. Applicants will need to complete a health history statement and may be denied coverage due to pre-existing medical conditions.

Medicare Coverage

- Medicare covers:
 - Individuals age 65 and older
 - Certain younger individuals with disabilities
- Your initial Medicare enrollment period is the *3 months before your 65th birthday, the month you turn 65, and 3 months after the month you turn 65.*
- **Start the process of enrolling in Medicare at least 2-3 months before you need the coverage to begin.**
- When you become eligible for Medicare (except for end stage renal disease), you are no longer eligible to participate in the PEBB Retiree or COBRA plans.
- A domestic partner may be subject to Medicare penalties if they do not enroll in Medicare when first eligible and may not be eligible for the “special enrollment period”. For additional information, please contact Social Security/Medicare directly.
- If your spouse/partner and eligible dependents are not eligible for Medicare, these family members may continue PEBB coverage if they were enrolled on your coverage when you became Medicare eligible.
- When you retire and/or are no longer covered by the active employee plans, you may qualify for a “Special Enrollment Period” to add Medicare Part A, B & D.
- “Special Enrollment Period” is only available if you ARE NOT in your initial Medicare enrollment period (*3 months before your 65th birthday, the month you turn 65, and 3 months after the month you turn 65*)
- Enrollment in Medicare Part D depends on your supplemental/advantage plan (e.g., PERS plans include Part D coverage)
- COBRA is not considered an employer plan for Medicare purposes. If you are Medicare eligible and you enroll in COBRA coverage rather than enrolling in Medicare, you may incur penalties when you enroll in Medicare later and you may not be eligible to enroll in a Medicare Supplemental Plan.
- Medicare Supplemental Plans are offered by PERS and on the open market ([Samaritan Health](#), [Regence BlueCross/BlueShield](#), [Kaiser](#), [AARP](#), etc.).

** Enroll in Medicare Part D only if your Medicare Supplemental/Advantage Plan does not include it.*

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Possible Health Insurance Combinations for Retirees:

Retiree and Spouse/Partner are NOT Medicare eligible:

- PEBB
- PERS (if PERS retiree)
- COBRA
- Health Insurance Marketplace
- Individual Coverage
- Other employer coverage provided by another employer or spouse/partner

Retiree is Medicare eligible, Spouse/Partner is NOT Medicare eligible:

- **Retiree** –
 - Other employer coverage provided by another employer or spouse/partner
 - Medicare A/B/D*, PERS Medicare Supplemental/Advantage (if PERS retiree), private Medicare Supplemental/Advantage plan, other employer coverage
 - Begin Medicare enrollment 2-3 months prior to losing coverage if applicable
- **Spouse/Partner** – Other employer coverage, PEBB, PERS (if you/they are PERS retiree), COBRA, Oregon Health Insurance Marketplace, or private insurance policy

Retiree is NOT Medicare eligible but Spouse/Partner is eligible for Medicare:

- **Retiree** – PEBB, PERS (if PERS retiree), COBRA, Oregon Health Insurance Marketplace, or other employer coverage through another employer or spouse/partner
- **Spouse/Partner** –
 - Other employer coverage, or
 - Medicare
 - A/B/D*, PERS Medicare Supplemental/Advantage plan (if PERS retiree, enroll prior to losing coverage) or other individual Medicare Supplemental/Advantage plan
 - Begin Medicare enrollment process 2-3 months prior to losing coverage

Retiree and Spouse/Partner ARE Medicare eligible:

- Medicare A/B/D*
- PERS Medicare Supplemental/Advantage Plan (if PERS retiree)
(PERS RHIA Medicare Subsidy available if you worked in a PERS position at least 8 years)
- Individual Medicare Supplemental/Advantage Plan

Notes:

- ORP retirees **are not** eligible for PERS Medical plans **unless** they are also a PERS Tier 1, Tier 2 or OPSRP member; or their spouse/partner is a PERS retiree.
- PERS subsidies for Tier 1 & 2 members: University employees are eligible for the RHIA (Medicare) and the RHIPA (non-Medicare) subsidy on their health insurance premiums if you meet the years of service requirement. Only University and/or State of Oregon years of service count toward the RHIPA (non-Medicare) subsidy. Only years of service while a PERS member counts. **Must immediately retire from PERS after terminating employment.**
- If both spouses are Oregon PERS retirees, it may be more beneficial to enroll in the PERS plans separately to take advantage of the applicable subsidies.

* Enroll in Medicare Part D only if your Medicare Supplemental/Advantage Plan does not include it.

PEBB Optional Insurances & Flexible Spending Accounts

Optional Life Insurance:

- **“Port” Policy**
 - Terminating for reasons other than Retirement or Total Disability
 - Current coverage level (employee & spouse/partner)
 - Active employee rate schedule
 - Additional Information –
<http://www.oregon.gov/oha/pebb/Pages/Optional-Employee-Life.aspx>
 - Terminating due to Retirement
 - “Port” up to ½ of current employee only coverage
 - Retiree rate schedule
 - Additional Information –
https://www.standard.com/mybenefits/pebb/premium_ret.html
 - Contact Employee Benefits (employee.benefits@oregonstate.edu) for application
 - Mail application to Standard Insurance within **30-days of your employment termination date**. Does not require evidence of insurability.
- **Convert to an Individual Whole Life Policy**
 - Termination due to total disability
 - Termination due to retirement
 - Retiree can convert balance of current coverage
 - Retiree spouse/partner coverage
 - Contact Employee Benefits (employee.benefits@oregonstate.edu) for application
 - Mail application to Standard Insurance within **30-days of your employment termination date**. Does not require evidence of insurability; rates are set by Standard Insurance.
- **“Roll” optional life premiums to spouse/partner payroll deductions**
 - Spouse/Partner must be a PEBB employee
 - Complete PEBB form within **30-days** and return to Spouse’s HR Department

Long-term Care Insurance:

- Can convert employee and spouse/partner to an individual policy
- Additional Information – <http://www.oregon.gov/oha/pebb/Pages/Long-Term-Care.aspx>
- Contact Employee Benefits (employee.benefits@oregonstate.edu) for application
- Mail application to UNUM within **30-days of your employment termination date**

Flexible Spending Accounts:

- Participation terminates the last day of the month in which a contribution is deducted from your paycheck.
- Employees who meet the hours requirement for benefits in the month of termination (80-hour for classified or 1/2 of the available hours for unclassified) will have a contribution taken from their final paycheck.
- Reimbursement of eligible expenses may occur only for the period of coverage in which your participation was active, provided the claim is filed within the eligible plan year.
- Contact ASIFlex at 800.659.3035 or 573.442.3035 for additional information.
- ASIFlex website: <http://orpebb.asiflex.com/>

Frequently Asked Questions

When does your “Active” employee coverage terminate (health and optional insurances)?

➤ End of Employment Month

- Work or in a paid leave status less than 80 hours in final month of employment

Example: Employee works 40 hours in June, last month of employment. Benefits terminate June 30th.

➤ End of Month After Employment Terminates

- Work or in a paid leave status at least 80 hours in the final month of employment

Example: Employee works 88 hours in June, last month of employment. Benefits terminate July 31st.

What Happens to Your Accrued Leave?

• Sick Leave

- Not Paid Off
- PERS members – balance reported to PERS at termination/retirement. For PERS Tier 1 & Tier 2 members, PERS will use the value of one-half of your unused sick leave balance in the calculation of your “Average Ending Salary”.

• Vacation

- Classified Employees – Balance paid off up to the accrual limit of 250 hours
- Unclassified Employees – Balance paid off up 180 hours (accrual limit 260 hours)

• Compensatory Time (Comp Time)

- Balance paid off

• Personal Leave

- Classified Employees
- Personal Leave is awarded in July each fiscal year
- If you terminate employment/retire prior to working 1040 hours in the fiscal year, the value of any used Personal leave may be recovered when you terminate/retire.

Additional Questions, contact:

Employee Benefits

employee.benefits@oregonstate.edu

Location: 236 Kerr Administration Building

Mailing: 236 Kerr Administration Building, Corvallis OR 97331-8578

Phone: (541) 737-2805

Fax: (541) 737-0553

RESOURCE DIRECTORY

Public Employees' Benefit Board (PEBB)

500 Summer Street NE, Salem, OR 97301

Phone: (503) 373-1102

Web: <http://www.oregon.gov/OHA/PEBB/Pages/index.aspx>

Email: inquiries.pebb@dhsosha.state.or.us

BenefitHelp Solutions (BHS), *Third-party Administrator for Retiree, COBRA, Self-Pay & Semi-Independent*

PO Box 67240, Portland, OR 97268-1230

Phone: (503) 412-4241 or (855) 289-6314

http://www.benefithelpsolutions.com/pebb/pebb_retiree.shtml

PERS Health Insurance

Phone: (503) 224-7377, (800) 768-7377

Web: www.pershealth.com

National Health Insurance Marketplace

Phone: (855) 268-3767 (Oregon general information)

Phone: (800) 318-2596 HealthCare.gov Service Center

Email: info.marketplace@oregon.gov (Oregon general information)

Web: <http://healthcare.oregon.gov> or www.healthcare.gov

The Standard Insurance Company (*Life & Disability Plans*)

P.O. Box 2800, Portland, OR 97208-2800

Phone: (800) 842-1707 Disability

(800) 242-1888 General Information

(800) 378-4668 Portability & Conversion Department

Web: www.standard.com

UnumProvident (*Long Term Care Plan*)

Unum Life Insurance Company of America

2211 Congress Street, Portland, ME 04122

Phone: (800) 227-4165

Web: <http://w3.unum.com/enroll/pebb/index.aspx>

Social Security Administration

Phone: (800) 772-1213 or (877) 405-9196 (Albany Office)

Web: www.ssa.gov

Medicare

Center for Medicare & Medicaid Services

7500 Security Boulevard, Baltimore, MD 21244-1850

Phone: (800) MEDICARE or (800) 633-4227

Web: www.medicare.gov

State of Oregon Senior Health Insurance Benefits Assistance (SHIBA)

Provides assistance with Medicare & Medicare Supplemental Plans

350 Winter Street NE, Suite 330, PO Box 14480, Salem, OR 97309-0405

Phone: (800) 722-4134 or (503) 947-7979

Web: <http://www.shiba.oregon.gov/>