



# Continuation of Coverage for **RETIREMENT** or **TERMINATION**

## HOW DO I CONTINUE INSURANCE COVERAGE AFTER RETIREMENT OR TERMINATION?

Upon retirement or termination of employment, you may be eligible to continue some of your insurance coverages through COBRA, Portability and/or Conversion. Here is a brief definition of each:

### COBRA

The Consolidated Omnibus Budget Reconciliation Act (COBRA) is a federal law that allows eligible employees to continue health insurance coverage for a period of time after termination of employment. COBRA allows former employees, retirees, spouses, and dependent children to retain the same health insurance coverage at group rates that otherwise would be lost with the job.

While these individuals will likely pay more for health insurance coverage through COBRA than they would have as an employee, COBRA coverage is typically less expensive than an individual health insurance plan would be. You should receive information about your COBRA rights within 14 days of your end of employment. You have up to 60 days to elect or decline COBRA coverage.

The following chart shows the maximum period for which continuation coverage must be offered for the specific qualifying event reasons:

Qualifying Event	Qualified Beneficiaries	Maximum Period of Coverage Continuation
Termination (except gross misconduct) or reduction in hours of employment	Employee, Spouse, Dependent Child	18 months
Divorce or legal separation	Spouse, Dependent Child	36 months
Death of employee	Spouse, Dependent Child	36 months
Loss of dependent child status under the plan	Spouse, Dependent Child	36 months
Employee enrollment in Medicare	Spouse, Dependent Child	36 months

### PORTABILITY

Portability allows eligible insured employees to “port” or continue the group insurance coverage that was in force when employment ends. Depending on the policy, ported coverage may continue at the same rates or your premiums may change to a ported class. With portability, you continue to have group policy at the same level of coverage that was in force prior to your employment termination. Some restrictions or limitations may apply, please refer to your policy.

*Please note that you must complete an application for Portability within 30 days of your employment end date.*

### CONVERSION

Conversion transitions your group coverage into an individual policy. You can keep the same level of coverage as you had in force prior to employment ending or you may choose to reduce your level of coverage. Depending on the product, the conversion coverage may be a different form of insurance, especially with life insurance. Conversion premiums are typically higher than your group coverage, but conversion gives you ownership of the policy. Some restrictions or limitations may apply, please refer to your policy.

*Please note that you must complete an application for Conversion within 30 days of your employment end date.*



## **COBRA ELIGIBLE BENEFITS:**

### **Medical -- (TRS Medical)**

Continue medical coverage under the group policy for up to 18 months or longer. After termination with your employer, you will receive a COBRA enrollment packet in the mail 2-3 weeks after the termination date. You have 60 days to enroll in this option.

For eligibility questions with TRS-ActiveCare Medical plans, bSwift by calling 833.682.8972.

For eligibility questions with Scott and White Medical plans, contact Conexis at 877.722.2667.

### **Dental – (UNUM)**

Continue dental coverage under the group policy for up to 18 months or longer. After termination with your employer, you will receive a COBRA enrollment packet in the mail 2-3 weeks after the termination date. You have 60 days to enroll in this option. For more information, please contact The Advanced Financial Group at 936.634.3378.

### **Vision --**

Continue vision coverage under the group policy for up to 18 months or longer. After termination with your employer, you will receive a COBRA enrollment packet in the mail 2-3 weeks after the termination date. You have 60 days to enroll in this option. For more information, please contact The Advanced Financial Group at 936.634.3378.

## **BENEFIT PLANS OFFERING PORTABILITY AND/OR CONVERSION:**

### **Basic Life Insurance -- (UNUM)**

Basic or Employer paid life insurance is available for conversion only. A conversion application and initial premium payment must be submitted to the insurance carrier within 30 days of your employment end date. Conversion forms are located on the districts benefit website. For more information, please contact UNUM at 1.800.421.0344 or call The Advanced Financial Group at 936.634.3378.

### **Voluntary Group Term Life Insurance -- (UNUM)**

Voluntary Employee, Spouse and Dependent Life insurance are eligible for conversion or portability. A conversion or portability application and initial premium payment must be submitted to the insurance carrier within 30 days of your employment end date. Some restrictions may apply, please refer to your policy. Conversion and Portability information and forms are located on the districts benefit website. For more information or assistance, please contact The Advanced Financial Group at 936.634.3378.

### **Accident/Critical Illness/ Hospital Indemnity Insurance -- (The Hartford)**

The accident coverage for you and your covered dependents are eligible for portability when you leave active employment. An application and initial premium payment must be submitted to the insurance carrier within 30 days of your employment end date. Some restrictions may apply, please refer to your policy. Portability information and forms are located on the districts benefit website. For more information, please contact The Hartford at 877.320.0484 or call The Advanced Financial Group at 936.634.3378.



### **Cancer Insurance -- (APL)**

The cancer coverage for you and your covered dependents are eligible for portability when you leave active employment if the policy has been in place for more than 12 months. APL sends notification to the employee with the portability application upon your termination of employment. Initial premium payment must be submitted to the insurance carrier within 0 days of your employment end date. Some restrictions may apply, please refer to your policy. For more information, please contact APL at 1.800.256.8606.

### **Individual/Permanent Life Insurance -- (Texas Life)**

Since this coverage is an individual policy, you can simply contact the insurance carrier and set up direct premium payment. Please contact Texas Life at 1.800.283.9233 or go online to <https://www.texaslife.com/PolicyOwner.html> .

### **Identity Theft Protection -- (Norton LifeLock)**

Identity Theft coverage may be continued through a direct billing basis. A portability flyer is included on the districts benefit site. For detailed information, please contact Norton LifeLock at 1.800.607.9174.

## **OTHER BENEFIT PLANS AND CONTINUATION OF COVERAGE:**

### **Health Savings Account -- (HSA Bank or NBS)**

Funds with your Health Savings Account will continue to be available after separation from your employer. Please contact HSA BANK at 1.800.357.6246 or National Benefit Services (NBS) at 1.800.274.0503 for details about future HSA deposit options.

### **Emergency Medical Transportation -- (MASA)**

Eligible for continuation through direct billing basis by moving to the MASA Platinum Membership. For detailed information, please contact MASA Medical Transport Services at 1.954.334.8261.

## **CONTACT US FOR MORE INFORMATION**