

We are actively working to update communications as different federal/state guidelines are presented in efforts to be more lenient with eligibility guidelines. Below are responses we received from our COVID-19 response team on several questions pertaining to employee eligibility.

If a fully insured employer reduces hours for part or all of their workforce in response to the COVID-19 National Emergency can the company continue to cover those employees?

For health plan products: Through May 31, 2020, UnitedHealthcare is temporarily relaxing its requirement that employees be actively working to be eligible for coverage and will allow you to cover your reduced hour employees, as long as you pay the monthly premium. Please note that you must offer this coverage on a uniform, non-discriminatory basis.

For Life, Accidental Death & Dismemberment (AD&D), Critical Illness Protection (CIPP), Accident Protection (APP), Hospital Indemnity Protection (HIPP) products: Coverage due to an approved termination, is outlined in the Termination of Covered Person Insurance or Termination of Covered Employee Insurance section of these policies. It may vary by customer as some customers may have purchased enhanced coverage. Our standard language(which most customers have) for all of these products allows for coverage to continue due to an approved termination for up to 3 months from the date he/she stopped Active Work.

For Short Term Disability (STD), Long Term Disability (LTD) products: Coverage due to an approved termination is outlined in the Termination of Covered Person Insurance section of these policies. It may vary by customer as some customers may have purchased enhanced coverage. Standard language allows for coverage to continue due to a temporary termination until the end of the month following the month in which the termination began.

Will we allow fully-insured clients to continue to offer Medical Benefits to those employees furloughed due to Covid 19?

Yes, as long as the plan sponsor continues to pay its share of premiums and offers the option to all furloughed employees on an equal basis.

What is the eligibility for testing coverage for furloughs or part-time individuals for fully insured plans?

Employees remain eligible for coverage if they remain an active employee during periods of temporary layoffs and/or reduction in hours as a result. UnitedHealthcare is reliant on employers to notify us of employment status of their employees. If the employer chooses to pay for their coverage, then you would not notify us of a coverage change.

What about continuation of coverage if my plan is fully insured and 1 or more employees are terminated as a result of COVID-19?

If your group is subject to COBRA, as long as one person remains actively employed and covered, employees may elect to continue coverage under COBRA under the normal notice and election procedure. If the plan has no active employees, the plan is terminated and COBRA is not an option. In that case, employees would have a special enrollment period to enroll in individual coverage.