

COSE MEWA COVID 19 FAQ

As of 3/25/20

Governor DeWine recently announced policies suspending or modifying business operations to help stem the spread of COVID-19. In light of this announcement, we know you will have questions regarding continuing your group health coverage for their employees. To assist you, Medical Mutual and COSE have prepared the following FAQ.

Updates to this FAQ will be made as more guidance from local and federal governments and other agencies is made available.

Q1. If I lay off a significant part of my workforce today, will coverage extend until the end of the month?

A. If rates have been remitted for the month of March, coverage will continue through the end of March.

Q2. If my group's enrollment drops by more than 10% as a result of the COVID-19 situation, will my rates be subject to change?

A. Through the later date of either the end of the state of emergency in Ohio declared by Governor DeWine on March 9, 2020 or May 31, 2020, if the loss of enrollment is a result of the COVID-19 situation, rates and premiums will not be adjusted.

Q3. If I lay off part of my workforce or reduce their hours or their pay in response to the COVID-19 crisis, can the company continue to cover those employees?

A. Yes, as long as you continue to pay funding rates you may continue to cover laid-off employees even though they are not actively at work. Please note that you must administer the plan on a uniform, non-discriminatory basis. In other words, you may not choose only certain people for whom you continue to pay claims.

Q4. If I have to lay off my entire workforce in response to the COVID-19 crisis, can the company continue to cover those employees?

A. Yes, as long as one person remains actively employed by the group. As long as you continue to pay funding rates you may continue to cover laid-off employees even though they are not actively at work. Please note that you must administer the plan on a uniform, non-discriminatory basis. In other words, you may not choose only certain people for whom you continue to pay claims

Q5. What about continuation coverage if my plan is in the COSE MEWA?

A. If your group is eligible for COBRA, as long as one person remains actively employed, 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 or they can purchase short-term plans that are subject to medical underwriting.

Q6. Will renewal rate actions be delayed as a result of the COVID-19 situation?

A. No. Medical Mutual is fully operational, so renewals will be released on a timely basis. However, payment plans are being offered to assist customers on an as-needed basis.

Q7. In light of the COVID-19 crisis, can I get a grace period extension on paying funding rates?

A. Yes. For MEWAs, they have the option of deferring premium payments, interest free, for up to 60 calendar days from the original premium due date. There are no additional extensions beyond the 60 days.

- **If a group elects to defer payments and are set up to have premiums paid via ACH, they must contact Medical Mutual at 1-800-384-2184 no later than March 30 for the April 1 ACH draw and April 28 for the May 1 ACH draw.**
- B. The \$25 administrative fee and \$39 late charge will not be applied during this period.
- C. You must also call to have future ACH pulls reinstated, or payments must be made online via EmployerLink or by check or money order and mailed to the appropriate lockbox address to avoid termination for non-payment.

Q8. If I defer premium in an extended grace periods, will my claims continue to pay?

- A. No, your claims will not pay during an extended grace period. Claims will pay when your account becomes current and the premium is paid.

Q9. Is Medical Mutual able to offer help to employees who are losing their health insurance coverage after being laid off?

- A. Medical Mutual can offer individual short-term and ACA-compliant health insurance plans to those who have been laid off. Interested individuals should contact 1-844-606-5393 to speak with an advisor who can assist. They can also visit MedMutual.com to apply directly.

Q10. Will employees who are laid off temporarily as a result of COVID-19 concerns be permitted to rejoin the plan without a waiting period when they return to work?

- A. Yes. There will be no waiting period for current employees who are rehired by May 31, 2020. New hires are subject to any waiting period the plan requires.

Q11. Is Medical Mutual able to offer help to employees who are losing their life insurance coverage after being laid off as a result of the COVID-19 situation?

- A. Medical Mutual can offer conversion to all covered employees and dependents and portability to those with that feature. The conversion and portability forms are available from the employee's human resources department. A human resources representative must complete part of the form. Submission information is provided on the form. If employees have questions, they can contact us at 1-866-925-2542, option 2. Employers can obtain the forms on MedMutualLife.com, by emailing policyadmin@medmutual.com, or by calling their Medical Mutual representative.

In addition, individual plans are available at <https://www.medmutual.com/For-Individuals-and-Families/Plans-Products/Life-Insurance.aspx>. These term life plans allow for coverage up to \$50,000. These plans are typically less expensive than conversion or portability options. There are no physicals or medical tests required though medical questions on the enrollment application must be answered to be approved for coverage. Refer to the link for full details regarding coverage availability, pricing and billing.

Q12. How will employee-contributed or employee-pay-all specialty insurance (ie. dental, vision) be handled for employees who are laid off?

- A. If the employer can remit premiums as noted, coverage will continue along the same parameters as the health coverage. COBRA provisions under ERISA apply to dental and vision coverage. Voluntary life coverage is subject to conversion and portability features.