00:00:04:17 - 00:00:17:06

Speaker 1

Hello, everyone, and welcome to another episode of Share the Wealth, where we empower you with the knowledge to make informed financial decisions. Today, we're diving into a topic that is on the rise in the financial industry, health insurance.

00:00:17:06 - 00:00:36:06

Speaker 2

But before we get started, let me read our disclaimer. This podcast is being recorded on November 8th, 2024. The contents of this podcast are strictly for informational purposes only, and nothing said should be taken as investment, tax or legal advice.

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Speaker 2

It is important to discuss your situation with a professional as the strategies discussed today may not be suitable for you specifically.

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Speaker 2

Health care is an important topic for all ages. It is also one of the most important aspects when figuring out if you're going to retire. Almost as important as answering that question of can I retire? And figuring out the quantitative side of that. Today we will be to discuss in COBRA, Marketplace, retiree coverages and many more and within the health care industry.

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Speaker 1

So let's get started with the first topic, COBRA or the Consolidated Omnibus Budget Reconciliation Act. This provides a way for people to keep their employer-based health insurance after experiencing a qualifying event. A qualifying event could be something such as job loss, divorce, or other life changes that might come your way. Here are a few things that you'll want to know and consider when looking into COBRA.

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Speaker 1

To start off with eligibility in the timeline regarding COBRA after that qualifying event might occur like we listed above, you or your dependents might be eligible for this COBRA continuation coverage.

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Speaker 2

You generally have 60 days to opt in, and starting from the date that you receive the notice of your eligibility or the date that coverage ends, whichever is later, is when that 60 day window normally hits.

00:02:02:01 - 00:02:23:15

Speaker 1

COBRA will allow you to stay on the plan for up to 18 to 36 months, depending on the situation. In the case of divorce, coverage is usually available for up to those 36 months. This is definitely something that you'll want to look into and weigh the pros and cons of, as it could be a more expensive option for you. That's why we have a couple others that we're going to discuss as well.

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Speaker 2

If COBRA is not the route for you, then your state's marketplace plan maybe. Marketplace is a government sponsored health insurance program. This can vary state by state with what coverages and plans are offered. For example, in New York State, HMO and EPO plans are provided. However, PPO plans are not, which is the best coverage. Other states like Pennsylvania and Florida have PPO’s.

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Speaker 2

It is best to look online and look this up to check to see which state that you live in has the best coverage. When it comes to Marketplace plans, during open enrollment period, this varies and can be between November and January. However, there's a special open enrollment period for lifetime changing events such as divorce, job loss, a change in household or other of the ten lifetime changing events can help you get Marketplace insurance, even outside of the normal enrollment period.

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Speaker 2

When it comes to premiums, this is based on your adjusted gross income of the previous year. It's important to discuss this with your financial advisor as cost benefit is super crucial here. You want to make sure that you're not overpaying these premiums for coverage that isn't really helping you in the long-term.

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Speaker 1

As Lyndsey mentioned, coverage usually begins if you enroll during the open enrollment period between November 1st and January 15th, your coverage would begin starting around that timeline.

00:03:56:16 - 00:04:13:08

Speaker 1

So if you're enrolling by December 15th, then your coverage would begin on January 1st. If you're enrolled between December 15th and January 15th, then your coverage when it begin into the following February 1st. This is something that you'll want to keep in mind as you're planning ahead, and you will be looking to have new coverage.

00:04:13:16 - 00:04:35:28

Speaker 1

Of course, another option that you should look into is employer sponsored health care coverage. If your company is offering this to former employees that have completed their retirement. This would provide continued health benefits to these retirees. It can be valuable to use and to bridge that gap before you get to Medicare age or it can supplement it for retirees. Here's a look at the basics and what you should consider if you're looking at this route.

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Speaker 2

Employers typically offer retiree health benefits with certain eligibility requirements. This is normally number of years of service and age. What's so great about this is sometimes this benefit extends to dependents and spouses.

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Speaker 1

There's different types of coverage. Coverage varies, but generally includes medical, dental, vision and sometimes prescription drug benefits.

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Speaker 1

These are all things that you would want to check into with your employer to discuss the specifics. These plans can change year to year, and benefits might not be as comprehensive as those offered to the active employees. These are all things that you'll want to discuss before taking these into consideration.

00:05:17:05 - 00:05:26:24

Speaker 2

Employers may cover a portion of the cost, but many retirees probably will pay for premiums, deductibles, and co-payments.

00:05:26:26 - 00:05:48:00

Speaker 2

Sometimes employers subsidize retiree coverage, but this has become less common. In other words, if you're on a plan with your current employer and you're paying a certain premium normally the premium range, when you go into the retiree coverage, it could be more, it could be less, but the coverage is usually still almost the same.

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Speaker 1

So now as we wrap up this vital topic, it's clear that health insurance is essential for everyone. But it's particularly important for women for couple of different reasons. As women usually face unique healthcare instances, such as maybe you're starting out building a family, and you're going through some health care costs associated with pregnancy, this is something you'll want to make sure that your health insurance covers.

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Speaker 1

Or maybe you're planning for those older years and you're looking at long-term care insurance. This is something that you'll want to make sure that that plan also covers as well. It's also important to know that there are potentially higher health care costs across your lifespan if you are a woman, because there are typical studies that show that women do live longer than men.

00:06:28:06 - 00:06:42:11

Speaker 2

Thank you so much for tuning into this episode on the important cost of health care coverage and premiums no matter where you are, at what life stage. Don't forget to share and subscribe this episode. And as always…

00:06:42:11 - 00:06:43:10

Speaker 1

Don't forget…

00:06:43:11 - 00:06:45:02

Speaker 1 & Speaker 2

Share the Wealth!

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