Open Enrollment (OE) is the only time that an individual can stop their COBRA coverage to enroll in a Qualified Health Plan (QHP) on HealthCare.gov.

There are only 3 days left for Open Enrollment 2020! The Open Enrollment deadline is Sunday, December 15th.

Please Note: If an individual misses this deadline to enroll and chooses to stop paying for COBRA, they will be denied. Once OE passes, their only option is to continue paying COBRA premiums until their COBRA benefits are exhausted or until the next Open Enrollment (OE 2021).

The following are considered qualifying events:
- Termination of the employee’s employment for any reason other than gross misconduct
- Reduction in the number of hours worked/employment
- Covered employee becomes eligible for Medicare
- Divorce or legal separation of the spouse from the covered employee
- Death of the covered employee

Please Note: COBRA is not worker’s compensation. COBRA continuation coverage is often more expensive than the amount that active/current employees are required to pay for employer health coverage because the employer usually pays a portion of the employee’s health insurance. While on COBRA continuation coverage the individual is responsible for paying the full cost.

Affordability of Health Insurance Plans

Health coverage through an employer is considered “affordable” if the monthly premiums is less than 9.86% of the household income. Affordability is determined by the amount an individual pays for the lowest-cost self-only coverage. To find out if health insurance meets affordability and coverage standards, individual’s should ask their employer to fill out the Employer Coverage Tool form.