

Participants may have special COBRA rights during the COVID-19 pandemic.

In certain circumstances, individuals' rights to continued coverage under COBRA may be expanded during the COVID-19 pandemic. For example, individuals experiencing a COBRA qualifying event may have a longer timeframe to elect COBRA coverage. And in very limited circumstances, individuals may be entitled to subsidized COBRA coverage. If you have any participants that experienced a COBRA qualifying event, the event should be reported to the Plan. The Plan will then send those individuals important information about their COBRA rights. If you have any questions about COBRA, please reach out to your local Gallagher representative.

Are you reporting separation dates to the Plan?

If you have employees that are no longer working for you, be sure to tell us! Reporting separation dates is important. For the in-service plan, reporting separation dates will help protect participant accounts from Medicare coordination. And for the post-separation plan, reporting separation dates may help to initiate participants' claims eligibility. There are several different options to report separation dates, you can complete the **Participant Status Change** document and email it, or complete a Participant Status change on the employer portal, or if you have multiple separation dates to report, you can use the **Bulk Status Change Report** on the employer portal, or contact the Customer Care Center.

Are you participants' HRA accounts at risk due to Medicare?

The Plan just launched a new on-demand report to help you determine whether your participants' accounts are at risk due to Medicare coordination. Remember that participants should consider limiting HRA coverage if: (1) the participant or someone covered under the HRA are on Medicare; (2) the participant is still working for you; and (3) the HRA provides in-service benefits (not a post-separation HRA). Unless the HRA is limited, Medicare won't pay claims until after they have used up all HRA funds or separated from service. Medicare could also take the HRA funds to cover prior claims paid by Medicare. To run the new "Participant Medicare Coordination Report," simply [log in](#) to the portal, click the **Reports** tab, and click **Run Participant Medicare Coordination Report**.

Remember that HRA eligibility and funding cannot favor highly compensated individuals.

Please read our **HRA Funding Reminder**, which is being provided to all employers with this issue of **HRAtoday**. We recommend that you review your HRA funding methods annually. Also, please reach out to your local Gallagher representative prior to negotiating or implementing any new HRA funding methods. Your legal or tax counsel should review your HRA funding methods to confirm they do not violate non-discrimination rules applicable to HRAs.

PCORI Fee Payment

The VEBA Plan will be remitting its Patient Centered Outcomes Research Institute (PCORI) fee payment in July for the 2019 – 2020 plan year. No employer action is required with respect to the VEBA Plan PCORI fees.

Please welcome Mathew Knott and Cameron Grow to the VEBA Board of Trustees

The Washington Association of School Business Officials (WASBO) Board of Directors has appointed Mathew Knott to the VEBA Board of Trustees. Mr. Knott is the Director of Business Services at Central Valley School District in Spokane. Mr. Knott will be replacing Wayne Leonard who is retiring.

The Association of Washington School Principals (AWSPP) has appointed Cameron Grow to the VEBA Board of Trustees. Mr. Grow is the Principal at Lincoln Middle School in Pullman. He will be replacing Ken Schutz on the Board who is retiring.

The VEBA Trust is deeply grateful to Mr. Leonard and Mr. Schutz for their years of dedicated service to the Trust.



Questions?

Our friendly customer care team is ready to help.
1-888-828-4953 or employercare@veba.org

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