



# NORTH CAROLINA Office of *State Human Resources*



# NCFlex Employee Session – Continuation Options and Life Events

June 2022

# Agenda

- What are NCFlex benefits and when do they end
- COBRA vs. Portability
- Details on continuing certain benefits
- Making changes to NCFlex Plans
- Life Events and how to make a change
- Resources

# What Benefits do you have?

- Be aware of the benefits you have and through who

- Medical is State Health Plan

On Benefits  
Enrollment  
Platform

- You may have post-tax plans through your employer (check with HR)

- NCFlex benefits include the following:

- Health Care FSA or Dependent Day Care FSA (P&A Group)

- Accident, Term Life, AD&D (Voya)

- Cancer or Critical Illness (Allstate)

- Dental (MetLife)

- Vision (EyeMed)

- Disability (The Standard) – **only for Non-University employees**

- TRICARE Supplement (Selman & Company)

Typically, Not  
on Enrollment  
Platform

On Benefits  
Enrollment  
Platform

# When do Benefits End as an Employee?

- NCFlex benefits:
  - End of the month you leave employment – as long as there is enough money to take a premium.
- State Health Plan:
  - End of the month you leave employment OR end of the next month, depends on your date of separation – check with Human Resources.
- Employer sponsored benefits – check with Human Resources

# COBRA vs. Portability

- COBRA Coverage:

- Stands for: The Consolidated Omnibus Budget Reconciliation Act of 1986
- Applies to health plans: Medical, Dental, Vision, and Health Care FSA
- Allows you and your dependents to continue current coverages for a specific period when you or your dependents are enrolled, and coverage is lost due to a qualifying event. You must pay the required cost of coverage.
- Cost is contracted rate. For HCFSA, a 2% fee is also added.

- Portability or Continuation

- If you meet eligibility requirements, such as age, you and your dependents can move current coverage directly under vendor, paying them going forward.
- Applies to Accident\*, Cancer\*, Critical Illness\*, Term Life, Voluntary AD&D, and TRICARE Supplement\*.
- \*Cost for these products is same as you are paying as an employee.

# COBRA Periods

The following charts show the coverage provisions — **except for the duration of coverage for the HCFSA, which can only be continued to end of the plan year.**

Qualifying Event	Qualified Beneficiaries Who May Continue Coverage	Duration of Coverage
You retire or your employment ends for any reason other than gross misconduct	Yourself, spouse, dependent children	Up to 18 months
During the first 60 days of COBRA coverage the employee or his/her dependent becomes disabled under the Social Security Act	Yourself, spouse, dependent children	Up to 29 months; months 1-18, 102% of premium; months 19-29, 150% of premium
You divorce or legally separate	Ex-spouse and/or dependent children	Up to 36 months from initial qualifying event
Your dependent children lose eligibility	Dependent children	Up to 36 months from initial qualifying event
You become covered by Medicare	Spouse and/or dependent children	Up to 36 months from initial qualifying event
You pass away	Spouse and/or dependent children	Up to 36 months from initial qualifying event

# Continuing Flexible Spending Accounts

- Health Care FSA COBRA
  - Can be continued after separation through the end of the plan year
  - Continuation is on a post-tax basis and includes a 2% fee
  - Gives you more time to use your funds
- Health Care FSA – Not continued through COBRA
  - Money not used that was contributed is lost
    - Ex. You retire 8/1/22, you elected \$1200 for the year and have now contributed \$700, but have only used \$500 – the other \$200 is lost unless you file a claim before the filing deadline (more on next slide)
  - Money used above what was contributed is not owed back to the plan
    - Ex. You retire 8/1/22, you elected \$1200 for the year and have contributed \$700, but you've used \$1200 – the additional \$500 is not owed back to the plan.

# Continuing Flexible Spending Accounts (cont.)

- Claims must be dated on or before the end of the month you last worked (or last premium was taken) – you still have until the filing deadline of the plan to file claims.
  - Ex. 2022 filing deadline is 3/31/23, so if you retire 8/1/22, claims must be dated on or before 7/31/22, and you have until 3/31/23 to file those claims.
- **Dependent Day Care FSA**
  - Contributions cannot be continued after separation
  - However, participants can continue filing claims on the money already contributed prior to separating – through the end of the plan year. Claims will need to be submitted to the vendor by the filing deadline.

# Porting Age Restrictions

- Accident Plan, Term Life, and Voluntary AD&D (Voya products)
  - Portability must be elected prior to age 70
  - For Term Life, conversion is also available
  - For Term Life, after age 70, conversion is the only option
- Benefit After Age 75 – Term Life and Voluntary AD&D
  - The amount of coverage will decrease to 50% when you turn age 75 (your spouse's coverage will also decrease upon you turning age 75). Coverage cannot be increased once coverage is reduced due to age.

# More Information on Continuation

- Go to [www.ncflex.org](http://www.ncflex.org) and click:

NCFlex Continuation Options at Separation of Employment

# Making Changes to NCFlex Plans

- You can enroll in NCFlex plans:
  - As a New Hire/Newly eligible or
  - At Open Enrollment each year (usually in October, this year is Oct. 10 – 28 for the 2023 plan year).
- Outside of these two occurrences, changes can be made when you experience a Qualifying Life Event.
  - You have 30 days from the day of the event to make a change.
  - Changes are effective the 1<sup>st</sup> of the following month from your life event.
  - Changes made must be consistent with the life event – certain rules apply to changes that are allowed.

# Making Changes to NCFlex Plans (cont.)

- All Flexible Spending Account election increases or decreases are still subject to the plan year maximums and minimums as mentioned in the employee Enrollment Guide.
  - New amounts cannot go below what has been contributed to the plan or reimbursed by the plan.
- Changes that may be allowed: adding plans, removing plans, adding or removing dependents, increasing or decreasing coverage amounts (such as Term Life\*<sup>\*</sup>).
  - \*Evidence of Insurability may be required
- Changes not allowed: moving between plan tiers. Ex. Changing from low to high dental, basic to enhanced vision, or high to premium cancer plan.
  - Exception – if you are enrolled in Core Vision and need to add dependents.

# Life Events

- Marriage
- Birth, Adoption, Legal Custody or Guardianship
- Death of a Dependent
- Divorce or Legal Separation
- Loss of other coverage
- Now eligible for other coverage
- Leave of Absence and Return from Leave of Absence
- Military Leave
- Reduction in Hours
- Dependent Day Care Change

# Life Events – How to Make a Change

- Contact your HR department or Benefits rep if you have any questions about what changes are allowed due to certain life events.
- To make a change, go to the Benefits Enrollment Platform.
  - Some HR systems have a single-sign-on to the platform.
  - Visit [www.shpnc.org/ebenefits](http://www.shpnc.org/ebenefits) and choose the right location to log in.
  - You can also call the Enrollment Platform support line: [855-859-0966](tel:855-859-0966)

# Life Events – How to Make a Change (cont.)

- Once in the Enrollment Platform, you will see this option:

## **Have you experienced a life change that requires you to edit your benefits?**

Whether you have recently had a baby or experienced another event that requires you to edit your benefits, we are here to help. Let us walk you through any changes in order to ensure that your coverage best fits your needs.

Get Started >

- After clicking “Get Started”, you will choose the life event and then the date of the event.
- From there, follow the prompts and save all changes.
- You will receive a notification of the required documentation. Be sure to upload this within 30 days of the life event.

# NCFlex Resources

- Website – [www.ncflex.org](http://www.ncflex.org)
  - Flyer on Continuation Options at Separation of Employment
  - Individual Plan pages with certificates, contacts for vendors, and more
- Email - [ncflex@nc.gov](mailto:ncflex@nc.gov)
- Enrollment Platform: [855-859-0966](tel:855-859-0966)
- If Retiring or Separating due to Disability (through TSERS), benefits will be offered to you through:
  - [www.ncretiree.com](http://www.ncretiree.com)
  - [www.ncrgea.com](http://www.ncrgea.com)

# Questions?