

Losing Job-Based Health Insurance

Option 1: Buy a health plan through kynect.

If you leave your job for any reason and lose your job-based insurance, you can buy a State Based Marketplace plan. Losing job-based coverage, even if you quit or get fired, qualifies you for a Special Enrollment Period. This you can buy insurance outside the yearly Open Enrollment Period. Your coverage can start the first day of the month after you lose your insurance.

- **When you fill out a Marketplace application, you'll find out if you qualify for savings on your monthly premiums and out-of-pocket health care costs based on your income.**
- **You'll also learn if you qualify for free or low-cost coverage from Medicaid or the Children's Health Insurance Program (CHIP).**
- **Create an account to apply any time. Or, before logging in you can preview plans and estimated prices for a Marketplace plan based on your income. Visit kynect.ky.gov**

Option 2: Sign up for COBRA coverage

You may be able to keep your job-based health plan through COBRA continuation coverage. COBRA is a federal law that may let you pay to stay on your employee health insurance for a limited time after your job ends (usually 18 months). You pay the full premium yourself, plus a small administrative fee.

- **To learn about your COBRA options, contact your employer.**
- **If you've already signed up for COBRA coverage, find out if you can switch from COBRA to a Marketplace health plan.**

Household Size	138%*		150%**		200%**		250%**		300%**		400%**	
	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly	Monthly	Yearly
	1	1,436.00	17,236.20	1,517.50	18,210.00	2,023.33	24,280.00	2,529.17	30,350.00	3,035.00	36,420.00	4,046.67
2	1,945.00	23,335.80	2,057.50	24,690.00	2,743.33	32,920.00	3,429.17	41,150.00	4,115.00	49,380.00	5,486.67	65,840.00
3	2,453.00	29,435.40	2,597.50	31,170.00	3,463.33	41,560.00	4,329.17	51,950.00	5,195.00	62,340.00	6,926.67	83,120.00
4	2,961.00	35,535.00	3,137.50	37,650.00	4,183.33	50,200.00	5,229.17	62,750.00	6,275.00	75,300.00	8,366.67	100,400.00
5	3,470.00	41,634.60	3,677.50	44,130.00	4,903.33	58,840.00	6,129.17	73,550.00	7,355.00	88,260.00	9,806.67	117,680.00
6	3,978.00	47,734.20	4,217.50	50,610.00	5,623.33	67,480.00	7,029.17	84,350.00	8,435.00	101,220.00	11,246.67	134,960.00
7	4,486.00	53,833.80	4,757.50	57,090.00	6,343.33	76,120.00	7,929.17	95,150.00	9,515.00	114,180.00	12,686.67	152,240.00
8	4,994.00	59,933.40	5,297.50	63,570.00	7,063.33	84,760.00	8,829.17	105,950.00	10,595.00	127,140.00	14,126.67	169,520.00
9	5,503.00	66,033.00	5,817.50	69,810.00	7,756.67	93,080.00	9,695.83	116,350.00	11,635.00	139,620.00	15,513.33	186,160.00
10	6,011.00	72,132.60	6,337.50	76,050.00	8,450.00	101,400.00	10,562.50	126,750.00	12,675.00	152,100.00	16,900.00	202,800.00

*Under 138% you may qualify for Medicaid. Please note income limits are higher for children to qualify for KCHIP.

**150% - 400% you may qualify for Premium Tax Credits and other savings on a health plan.

More answers: If you lose job-based health coverage.

- **Can a Marketplace plan start the same day I lose my job-based insurance?**
No. Marketplace plans take effect the first day of the month after your job-based insurance ends. So, if you lose your insurance plan on March 7th and select a plan by March 31st, coverage can start April 1st.
- **If I elect for no insurance at this time or if I have a gap in my insurance will I have to pay the penalty?**
There will not be a penalty for not having minimum essential coverage. Before, consumers would pay a penalty if they were not enrolled in a health plan. Starting Jan. 1, 2019, that tax penalty will be reduced to nothing. If you don't have major medical health insurance for the 2019 coverage year, you'll be on your own for major health care costs, but you won't be penalized at tax time.
- **Do I need to provide proof that I lost insurance through my employer?**
You may be asked to provide proof that you lost your insurance through your job. Your eligibility notice will explain how to verify your loss of coverage. The Marketplace may also contact you directly.
- **When I apply for a Marketplace plan after losing job-based insurance, does the income I made this year before I left my job count?**
Yes. Marketplace savings are based on your estimate of income for everyone in your tax household for the full calendar year you want coverage.
- **What if I lost my job-based insurance and I'm now eligible to enroll in a spouse's plan? Can I buy a Marketplace plan instead?**
Yes. But if you're offered coverage through your spouse's job, you aren't eligible for Premium Tax Credits or other savings on a Marketplace plan- even if you don't accept the offer. The only exception is if your spouse's plan doesn't meet certain standards for affordability or coverage. Most plans meet these standards even if they charge high premiums for spouse and dependent coverage.
- **What if I leave my job with insurance and start another job that has a waiting period before I can enroll in it?**
You can buy a Marketplace plan to provide coverage until your new job-based insurance starts. You could qualify for savings on a Marketplace plan based on your income. Once you enroll in the job-based insurance you can keep the Marketplace plan, but you'd have to pay full price. You can end your Marketplace plan at any time without penalty.
- **What if I leave my job that had health insurance and take a new job that doesn't offer health insurance?**
As long as you don't have another offer of qualifying health coverage, you can enroll in a Marketplace plan and may be eligible for Premium Tax Credits and other savings based on your income.

Kynect.ky.gov provides a side-by-side comparison that makes it easier to see some of the fine print. You can also call customer service at 1-855-4-kynect. You also have the option of meeting and speaking to your local kynector, Heather Cain if you have any questions and/or need assistance with this process. Call 502-536-3933 to schedule an appointment. You have 60 days from the date you lose coverage to enroll as a SPECIAL ENROLLMENT period.