
What should a terminated employee do – elect COBRA or enroll in HealthSource RI for individuals and families?

- ◆ Terminated employees should consider HealthSource RI for individuals and families as they may be eligible for an advanced premium tax credit (APTC) to help pay for the cost of coverage (Medicaid may also be another option). For terminated employees who are unsure when another job and income may be available, the subsidized cost of care might be particularly helpful. The terminated employee should always compare the available options under both COBRA and HealthSource RI for individuals and families.
- ◆ Having access to COBRA, unlike having access to affordable coverage as a current employee, does not disqualify a former employee from being eligible for APTCs.
- ◆ Terminated employees should make sure to check their options before enrolling in COBRA. When a beneficiary enrolls in COBRA for any length of time, they invalidate their eligibility to enroll in HealthSource RI under a Special Enrollment Period (SEP) until either the COBRA coverage runs out or the next Open Enrollment period. This includes those situations when an employer voluntarily elects to pay for COBRA coverage for a terminating employee.
- ◆ You can apply for Individual and Family coverage at HealthSource RI by visiting www.healthsourceri.com or by calling 1-855-840-4774. You can also learn more about Medicaid and Rite Care by contacting the Rhode Island Department of Human Services at 1-855-574-2856 or by visiting EOHHS.RI.gov.