

HEALTH BENEFITS E-NEWS

*Department of Human Resource
Management
Office of Health Benefits*

May 7, 2021

ARPA COBRA Employee Subsidies

The American Rescue Plan Act (“ARPA”) provides temporary COBRA subsidies for employees who are involuntarily terminated (other than for gross misconduct) or experience a reduction in hours. The COBRA subsidy amount is 100% of the cost of COBRA coverage and is available from April 1, 2021, to September 30, 2021. **Our benefits eligibility system does not capture all of the information needed for us to determine who is eligible, therefore we will need your assistance in identifying those employees that are in the following categories:**

- Qualified beneficiaries who were already enrolled in COBRA and would continue to be enrolled during this six-month window;
- Qualified beneficiaries who are still eligible to enroll in COBRA, but who did not enroll yet; and
- Qualified beneficiaries who were enrolled in COBRA at one time, but let coverage lapse (assuming these individuals still have time remaining under their initial COBRA continuation period – which is up to 18 months following their qualifying event or 36 months)

An employer that fails to provide the appropriate information to qualified beneficiaries may be subject to an excise tax of \$100 per qualified beneficiary, or up to \$200 per family, for each day of noncompliance.

Please send a list of employees that meet the criteria to ohb@dhrm.virginia.gov by close of business Friday, May 14, 2021. Use for a subject: ARPA COBRA Employees

If you would like additional information please follow this link to the DOL website:

<https://www.dol.gov/agencies/ebsa/laws-and-regulations/laws/cobra/premium-subsidy>

State Health Plans Price A Medication Tool

The pharmacy Price-a-Med-Tool is available during the Open Enrollment period for members and potential members to price a medication at <https://www.anthem.com/cova/>. InGenioRX is the outpatient prescription drug administrator for the COVA HealthAware, COVA Care and COVA HDHP plans. The tool may be accessed without a member account, which makes it a valuable resource to price a medication. One important note about the tool: the pharmacy name

cannot be changed for a retail cost search. It is a default in-network pharmacy. The [attached slides](#) can be used to assist with accessing and navigating the Pharmacy Price-a-Med Tool. In addition, the slides are included on [DHRM's Open Enrollment](#) web page.

Please do not reply to this e-mail. You may send inquiries to the Office of Health Benefits mailbox at ohb@dhrm.virginia.gov