



Fall is Healthcare Coverage Open Enrollment Season for Medicare Employer Group and Individual (ACA - Affordable Care Act)

Employer Group Open Enrollment Fourth Quarter (exact window varies), effective January 1

Typically, group plans give employees a 7 to 30 day open enrollment period during the 4th quarter to make changes to their healthcare coverage for the next calendar year. Employers often offer multiple plans with varying levels of cost sharing and links to tax advantaged savings accounts (HSA's and FSA's). The "best plan" for you and your family may change from year to year depending on how you expect to use the coverage, and if you are planning for an upcoming treatment or surgery. Your use of out of network providers is also an important consideration. All members of a family are required to enroll in the same plan, so careful analysis is important to ensure that everyone can access the benefits and providers they need. Choices made during this open enrollment period are binding for a full year unless a qualifying event occurs (marriage, divorce, birth of child, loss of coverage).

Affordable Care Act Open Enrollment November 1 - December 15, effective January 1

Open enrollment for ACA-compliant 2021 coverage will run from November 1, 2020 to December 15, 2020 in all states that use HealthCare.gov and in some of the states that run their own exchanges, offering multiple plans with varying deductibles, costs and links to tax advantaged Health Savings accounts. Also, depending on your state of primary residence, there may be other options, that are sold off the state or government platforms, that may offer richer benefits or networks that provide better coverage for your or your family's specific needs.

Healthcare Pathfinder can work with you to evaluate your options, make the best plan choice and the best use of tax advantaged accounts that can minimize your out of pocket expenses. Contact us for a consultation on what you should consider during benefits enrollment.

Healthcare Pathfinder is a professional healthcare advice, advocacy and management firm. We simplify the process of accessing healthcare coverage and optimizing benefits through insurance coverage reviews and interpretation, claims management and finding new coverage during life transitions (turning 65, divorce, loss of job, etc...). With our 60+ combined years of experience in the healthcare industry, we guide our clients through the complex healthcare world, making your experiences more manageable and less stressful, so that you can take care of yourself and the important people in your life.