

## MMC\_Phil\_Working\_Past\_PartDEmployerPlan

*Gentle music plays as two speech bubbles with text appear over a blue background.*

ON SCREEN TEXT: Medicare  
Conversations  
Working Past 65...

*Text appears beside an animated prescription pill bottle*

ON SCREEN TEXT: “What to know  
about Part D when  
working past 65.”

*An older man wears glasses and a suitcoat as he interviews. A pile of books sits on an end table beside him.*

ON SCREEN TEXT: Phil Moeller,  
Author and  
Medicare Expert

ON SCREEN TEXT: Medicare  
Made Clear®  
by UnitedHealthcare®

PHIL: Hi, I'm Phil Moeller. I write articles and books about retirement and health care. I've written a lot of articles about Medicare over the years. I want to talk today about making sure you handle your Part D drug coverage properly. This can get tricky with Medicare so let me break down a few things. First of all, whether you have sufficient coverage. Secondly, and most importantly, whether or not you've enrolled in that coverage at the right time. These things seem pretty self-evident but they're not. They can have some hidden traps for you.

*Text appears beside an animated briefcase.*

ON SCREEN TEXT: “How do I know if  
my employer drug  
plan is good?”

PHIL: In the issue of the quality of your health coverage, Medicare rules say that an employer health plan's drug coverage must be at least as good as a typical Part D drug plan.

*A blue Medicare drug coverage circle and a white Employer drug coverage circle appear. Prescription pill bottles and pills fill each circle, and an equals sign appears between them.*

PHIL: So, if it is and you have employer drug coverage, it's fine. You can keep your employer drug coverage. However, if you don't have employer drug coverage that's creditable, either because your employer plan doesn't provide good coverage or your employer plan may no longer provide drug coverage, especially if you work for a small employer with fewer than 20 employees.

*Pills disappear from a white Employer drug coverage circle, then the circle disappears entirely.*

PHIL: So, your first job is to say, "What is my drug coverage going to be like when I turn 65?" Your employer is supposed to provide you a statement certifying whether or not the drug coverage in your plan is creditable compared with a Part D plan. Make sure you get that statement because it's going to protect you down the road if you have any differences of opinion.

*A question appears beside an animated pill in a blue circle.*

ON SCREEN TEXT:        "What if my  
                                  employer plan  
                                  isn't creditable?"

PHIL: So, let's assume that your plan is not creditable and you have to get Part D. Even though you're going to keep your employer plan, you've got to get a Part D drug plan. In this case, you have some other considerations to worry about. When you get that Part D plan, you may also have to give up your HSA plan if you have one because to get Part D, you have to get Part A of Medicare. And Part A of Medicare invalidates continued contributions to an HSA.

*A circle labeled Health Savings Account appears beside a woman, then two other circles appear that say Medicare Part A or Medicare Part B. A line splits, with one part running through Medicare Part A and the other part running through Health Savings Account. A circle with a dollar sign flows to Medicare Part A, and Health Savings Account gets crossed out. A dollar sign flows out of the Health Savings Account, and it shrinks.*

PHIL: Although, you can still use the money that's in your plan, you can't put any new money in. You just need to be aware of that.

*The hands of a clock move as text appears.*

ON SCREEN TEXT:        "When do I need  
                                  to enroll in a  
                                  Part D plan?"

PHIL: The other issue I want to make sure you're aware of is that you enroll in Part D on a timely basis.

*An animated clock appears with text.*

ON SCREEN TEXT:        Enroll on a  
                                  timely basis

*Two circles appear, one with an animated pill, the other with a briefcase.*

PHIL: There are two approaches here. In the first case, you may need to enroll in Part D if your employer's drug coverage is not creditable when you turn 65.

*A line goes through the circle with the pill as text appears.*

ON SCREEN TEXT:       Employer plan  
                                  not creditable

PHIL: If that's the case, you have a seven-month initial enrollment period that three months before your 65th birthday and extends three months after.

*Seven blue bars appear, and one has birthday candles. A bracket extends over them with text.*

ON SCREEN TEXT:       Initial Enrollment Period  
                                  7 months

PHIL: Even though you have seven months, I want to make sure you don't be in a situation where you're not covered at all.

*Some of the bars under the enrollment period disappear. They reappear as a darker blue.*

PHIL: So, you need to worry about health insurance, in this case Part D drug plan, taking effect so that you don't have a period of time when you're not covered for your medications. Even if you're complying with the initial enrollment period, that's not as important, in my mind, as it is that you have good coverage throughout.

*A line appears through an animated briefcase beside text.*

ON SCREEN TEXT:       “What happens  
                                  when my employer  
                                  coverage ends?”

PHIL: The second situation is when you continue to work with employer drug coverage that is creditable, but then you need to retire or you lose your job, and you then will need to get Part D.

*An animated man appears with a white circle that reads Creditable employer plan. The circle disappears, and a crossed-out briefcase appears beside him. An orange Part D plan circle appears.*

PHIL: When that happens, you will have what's called an eight-month special enrollment period that begins when you lose your employer coverage.

*Eight blue bars appear under a bracket with text.*

ON SCREEN TEXT:       Part A Part B  
                                  Special Enrollment Period  
                                  8 months

PHIL: That's in Medicare enrollment coverage, but the enrollment period for Part D is a little bit different. It really only extends for about two months after you lose your employer coverage.

*Two of the bars turn orange, and a circle labels them as Part D.*

PHIL: So, I want to make sure you don't unintentionally fail to get Part D on a timely basis. When you do enroll in Medicare, you need to make sure you have an employer statement that testifies that you've had employer health coverage from the time you turned 65 until you've decided to either retire or you've lost that coverage.

*An animated document appears, and a box gets checked off.*

ON SCREEN TEXT:       Employer  
                                  Statement

                                  Testifies that you have  
                                  had employer coverage

PHIL: If you don't have that certified statement, you might end up paying a penalty and you want to avoid that.

*A dollar sign appears with the word Penalty. Text appears beside a prescription pill bottle.*

ON SCREEN TEXT:       “So, what’s the  
                                  takeaway?”

PHIL: Let's recap what we've learned about Part D drug plans. If your employer drug coverage is not creditable, you will need to get a Part D drug plan and do so on a timely basis.

*A line runs from a circle with a building labeled Employer plan to a circle with a pill labeled Employer plan not creditable. A line runs through the circle with the pill, and a new line flows out to an orange circle that reads Part D plan.*

PHIL: If your employer plan does have creditable drug coverage, you don't have to worry about getting Part D. However, when you do retire or otherwise lose that insurance, you will have to get a Part D plan and you need to do that on a timely basis as well.

*A line runs from a circle with a building labeled Employer plan to a circle with a briefcase labeled Loss of coverage. A line runs through the circle with the briefcase, and a new line flows out to an orange circle that reads Part D plan. A new circle labeled Failure to sign up on time gets crossed out, and a line connects it to an orange circle with three dollar signs that reads Penalties.*

PHIL: If you don't sign up for Part D when you need to, you could get hit with substantial late enrollment penalties which you'd like to avoid.

*Text appears beside a white question mark.*

ON SCREEN TEXT:       “What if I still  
                                  have questions?”

PHIL: I'm Phil Moeller. I thank you for spending some time with me today. I hope I've answered some of your questions. If you have some more questions, you can go to [MedicareMadeClear.com](http://MedicareMadeClear.com) to get additional information.

*A speech bubble with a website appears.*

ON SCREEN TEXT: MedicareMadeClear.com

*A logo appears over a white background.*

ON SCREEN TEXT: UnitedHealthcare®

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by UnitedHealthcare®

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