

Working Past 65 : Medicare Tips & FAQs



Planning to work past 65? Use this guide for important tips and quick answers to some commonly asked questions whether you enroll in Medicare at age 65 or not.

- ✓ **Start researching your Medicare options, at least 6 months before your 65th birthday.**
 - Determine if you need to enroll or if you can choose to delay.
 - Find out your Initial Enrollment Period (IEP) dates.
- ✓ **Ask your employer's benefits administrator about:**
 - How Medicare may work with your employer coverage and could taking it impact your spouse/dependents.
 - If retiree coverage is available and how it may work for you and your spouse/dependents.
 - How your spouse/dependents may be impacted if you drop the employer coverage. Are they eligible for COBRA?
- ✓ **Keep records and copies of your health insurance for proof of creditable drug coverage.**
- ✓ **Understand how Medicare works with HSAs and COBRA.**
- ✓ **Learn about the Special Enrollment Period for people working past 65 and understand what you will need to do to avoid late enrollment penalties.**

Commonly Asked Questions & Answers

Q I'm covered by my spouse's employer health plan; do I need to get Medicare?

A It depends. You may be able to delay or need to enroll. It will depend on the number of employees at the employer and some employers require dependents of Medicare age to have Medicare in order to remain on the employer's plan.

Q Can I have an HSA and Medicare?

A You can still have an HSA, but once you enroll in any part of Medicare, you can no longer make contributions to your health savings account. However, you can use your HSA to cover qualified medical expenses including various Medicare premiums, deductibles and copays.

Q How will Medicare work with my employer coverage?

A Always talk to your benefits administrator to understand specifically how your employer plan will work with Medicare, but generally, you can have both and one will be primary coverage and the other secondary.

Q How do COBRA and Medicare work?

A How COBRA and Medicare work together depends on which you get first. You could have COBRA first and then become Medicare eligible, or you could have Medicare and then become eligible for COBRA. See below for each possible situation:

- **Have COBRA before Medicare:** You'll need to get Medicare Part B when you become eligible for Medicare. You may be able to delay Part D if you can keep COBRA and it includes creditable drug coverage. If not, you have 63 days to get Part D without penalty after losing COBRA.
- **Have Medicare Parts A & B before COBRA:** You can have both, but COBRA is optional. Medicare will be primary and COBRA secondary and COBRA may pay some costs not covered by Medicare.
- **Have Medicare Part A only before COBRA:** You need to get Medicare Part B within 8 months of your employment ending to avoid financial penalties, and you may also need to get Part D. COBRA is optional, but you can have both, and it'll be your secondary coverage.

Q Do I have to tell Medicare I want to delay enrolling?

A Unless you are receiving Social Security or Railroad Retirement Board benefits when you turn 65, you do not have to provide notice that you wish to delay enrollment.