



The Affordable Care Act (ACA) & Medicare Rules may apply to YOU!

- Are you 64 or older?
- Are you Medicare eligible?
- Do you cover a dependent that is Medicare eligible due to age or disability?
- Do you plan to return to work for Greenville County Schools?

If you answered YES to any of these question
please review the information below.

If you return to work you are subject to provisions of the Affordable Care Act (ACA) and Medicare rules. If you are enrolled in PEBA Retiree Insurance, you are required to keep your benefits with Greenville County Schools and you will be subject to a reduction in pay. In addition, you will lose your Medicare Supplement Plan. To avoid the ACA eligibility requirements, you may want to consider a 26 week break in employment.

Please review the back of this document for more information.



Working Retiree Notice Frequently Asked Questions

The Affordable Care Act requires employers to offer coverage to all employees who work an average of 30 hours a week. If you are a retiree who returned to work in a full-time position or you averaged 30 hours per week in a part-time or variable-hour position, you are eligible for active benefits. If you are covered by the State Health Plan as a retiree, you may choose to enroll as an active employee or keep your retiree coverage (as long as you or your covered dependents are not eligible for Medicare). **However, if you elect coverage as an active employee, you are subject to a 10% salary reduction per district guidelines. If you or any of your covered dependents are eligible for Medicare, you cannot be covered as a PEBA retiree.**

If I or a covered dependent is eligible for Medicare, why can't I keep my retiree insurance? The Tax Equity and Fiscal Responsibility Act (TEFRA) of 1983 prohibits a group health plan from offering a Medicare Supplemental Plan to individuals who are eligible for coverage with the plan as an employee. To comply with this regulation, PEBA offers benefits-eligible, return-to-work retirees these options:

- Suspend retiree coverage and enroll as an active employee with Medicare as the secondary payer
- Refuse all PEBA-sponsored health coverage and have Medicare coverage only

What happens if I don't cancel my retiree coverage when I become eligible for active benefits? When Medicare learns you are eligible for active group insurance benefits, Medicare will recoup all claims paid to providers on your behalf. Providers will then bill you for payment.

When I enroll in active group coverage, do I need to continue Medicare Part B? If you enroll in active group coverage, you must notify the Social Security Administration (SSA). You may remain enrolled in Medicare Part B, pay the monthly premium, and Medicare will be the secondary payer or you may delay enrollment or cancel Medicare Part B without a penalty while you have active, group coverage.

What happens when I leave employment? When you stop working and your active group insurance coverage ends, you must re-enroll in retiree group coverage within 31 days of your active termination date. In addition, you must notify the Social Security Administration that you are no longer covered under an active group to allow enrollment or re-enrollment in Medicare Part B.

If I have additional questions about being a PEBA Working Retiree, who should I contact? If you have any additional questions or concerns, you can contact PEBA at 803-734-0678 (Greater Columbia area) or 888-260-9430 (toll free outside the Columbia area).