



## **Medicare Eligibility for Workers**

- It depends on how you get your health insurance now and the number of employees that work where you (or your spouse) work if you need to sign up for Medicare when you turn 65
- Typically, if you have health insurance through your (or your spouse's) current job, you don't have to sign up for Medicare while you (or your spouse) are still working. You can wait to sign up until you (or your spouse) stop working or you lose your health insurance
- If you're still working and plan to keep your employer's group health coverage, you should talk to your benefits administrator to help you decide when you should enroll in Part B

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### **Medigap Plan Guaranteed Issue Period**

Medicare supplemental insurance also known as Medigap plans, help cover remaining health care costs you have after Original Medicare such as co-payments, co-insurance, and deductibles.

**Important Tip:** Medigap Open Enrollment 6-month period starts the month you turn 65 and you have both Part A and Part B.

During your initial enrollment period, you are protected by "guaranteed issue rights" which require Medigap insurance providers to sell you a plan without restrictions or increasing premium rates based on pre-existing health conditions.

Guarantee issue for Medicare disabled or other enrollment periods vary state by state.





## **Annual Medicare Open Enrollment**



#### Two Open Enrollment Periods Every Year

You can switch Medicare options at two times during the year if your circumstances change.

Annual election period runs from October 15 through December 7

This is your first opportunity to make changes to your coverage. You can switch between Original Medicare or an MA plan or switch between MA plans. You can also add, change or remove your Part D plan.

Medicare Advantage Open Enrollment period runs from January 1 to March 31

During this time, you can only return to Original Medicare (and add drug coverage) or switch between MA plans with or without drug coverage.







### **Medicare Part D Extra Help Program**

The Extra Help program helps with the cost of your prescription drugs, like deductibles and copays. You can apply for Extra Help any time before or after you enroll in Part D.

Income and Asset Limits are based on the previous year.

Your situation:	Income limit:	Resource limit: What counts in resource limits? ①
Individual	\$22,590	\$17.220
Married couple	\$30,660	\$34,360

Apply at: https://www.ssa.gov/medicare/part-d-extra-help

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## **Medicare Savings Programs**

There are 4 types of Medicare Savings Programs. If you are eligible for these savings programs, they may help to pay Medicare Premiums, deductibles, co-insurance and co-pays. Eligibility is based off income and resources.



#### Qualified Medicare Beneficiary Program (QMB)

This savings program helps pay for Part A premiums, Part B premiums, Deductibles, coinsurance, and copayments.



This savings program can help pay for Part B premiums.



#### Specified Low-Income Medicare Beneficiary Program (SLMB)

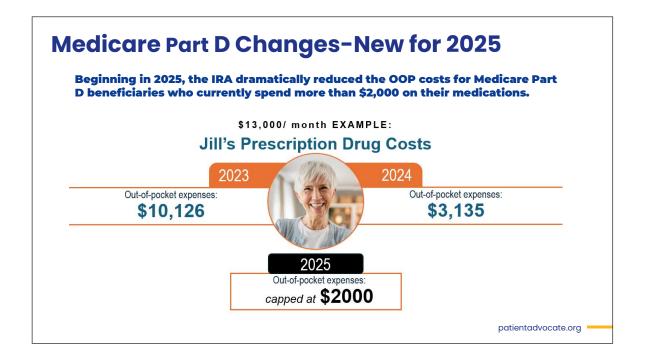
This savings program can help pay for Part B premiums.

#### Qualified Disabled and Working Individuals (QDWI)

This savings program can help pay for Part A premiums for a working disabled person under 65 or if a person loses SSDI and premium-free Part A due to returning to work





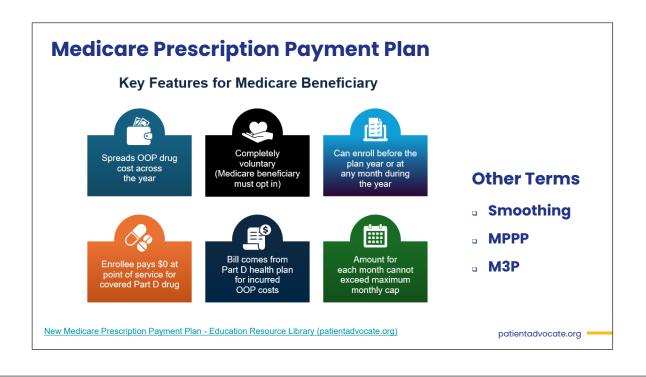


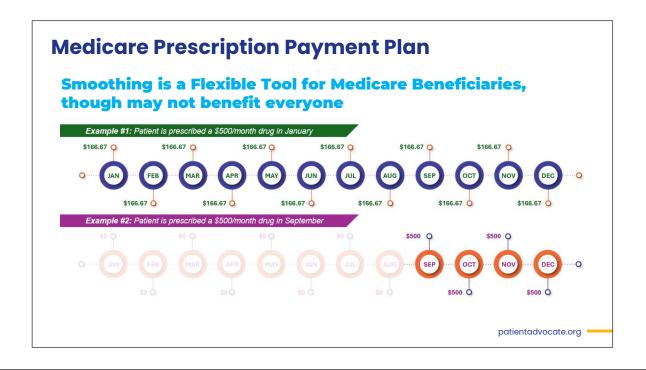
## Medicare Prescription Payment Plan-2025

- The Medicare Prescription Payment Plan allows people with Medicare prescription coverage (Part D) to pay their out-ofpocket prescription drug costs in monthly installments instead of all at once.
- The Medicare Prescription Payment Plan only applies to Part D and Medicare Advantage plans that offer Part D benefits.

New Medicare Prescription Payment Plan - Education Resource Library (patientadvocate.org)











### **SOCIAL HISTORY**

Joanne is a 76-year-old widowed retiree living on a fixed income. She resides in a rural community.

### FINANCIAL SITUATION

Joanne's Social Security income puts her at 125% FPL, qualifying her for Low Income Subsidy. She has Original Medicare and Part D.

### **MEDICAL HISTORY**

- Congestive heart failure
- COPD
- Osteoporosis

Multiple hospitalizations in the past year due to heart failure exacerbations.

### **CURRENT MEDICATIONS**

Requires a complex medication regimen including multiple brandname drugs, inhalers, and injectables.

### SHOULD JOANNE OPT IN?

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### **SHOULD JOANNE OPT IN?**

Probably not.

Since Joanne is enrolled in Low Income Subsidy, her prescription costs remain low. The new Medicare Prescription Payment Plan would likely provide minimal benefit.

She may prefer to continue paying for prescriptions upfront as she has done in the past.

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## **Understanding Cost: Key Terms**

Key Term Definition		Example
Premium	Fixed dollar amount paid each month to have health insurance.	Medicare Part A: \$ 0 for most Medicare Part B: \$185 month for most Medicare Part D: \$36.78 for most Medicare Advantage: varies by plan
Deductible	Fixed dollar amount which you are responsible, before your insurance plan will start paying for healthcare expenses. You pay this deductible once each plan year.	Medicare Part A: \$1,676 Medicare Part B: \$257 Medicare Part D: \$590
Co-insurance or Cost-Share	A percent of the healthcare item or service you are responsible after you have met your deductible.	The coinsurance rate is 20% and the procedure is \$400, you are responsible for paying \$80.
Copay	Fixed dollar amount that you pay for a healthcare service. This will vary for Primary Care, Specialists, Emergency Room, etc.	If the copay is \$20 and the medical visit is \$400, you are responsible for paying \$20 for that visit.
A fixed amount you will pay for medical services in a plan year. Your copays, coinsurance, and deductibles all apply to the maximum. Once you reach this amount, your insurance pays 100% of the covered medical costs for the rest of the plan year.		Medicare Part D: \$2,000 Medicare Advantage: The out-of-pocket maximum is \$9,350. Individual Advantage plans may have lower OOP limits.



### **Understanding Medicare Part B Coverage & Cost**

#### Part B



DOCTORS' VISITS
OUTPATIENT HOSPITAL
SERVICES

DURABLE MEDICAL EQUIPMENT

PHYSICIAN-ADMINISTERED DRUGS 2025 Part B deductible - \$257

Co-Insurance (%) and Co-Pay (Fixed \$) Cost has no limit to how much you could pay out-of-pocket services in a year.

- If Lisa gets the service in a doctor's office, she will pay 20% of the Medicare-approved amount.
- If Lisa receives services in a hospital outpatient setting, she may also require a copayment to the hospital for each rehab session.
- In some instance, a doctor may recommend that you have more rehab sessions than Medicare is willing to pay for. If so, you may incur the entire cost of the extra sessions.

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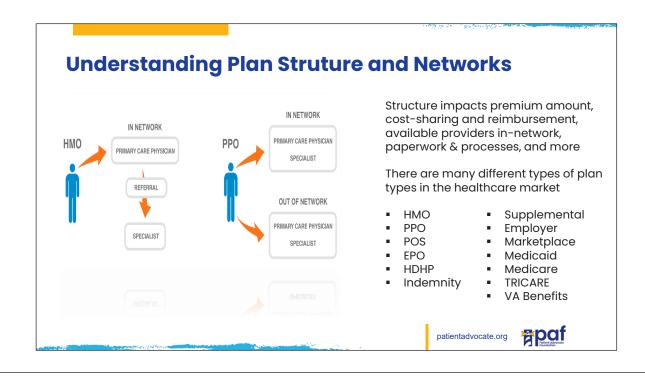


#### STEPS TO TAKE FOR OUT-OF-POCKET MEDICAL COSTS

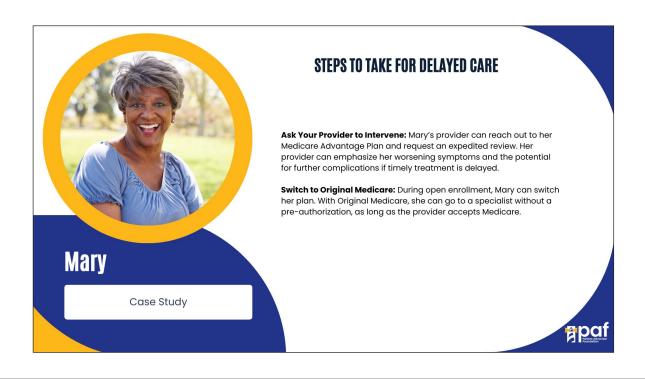
- Explore Medicare Savings Programs: These programs help low-income Medicare beneficiaries with their out-of-pocket costs, including premiums, deductibles, and copayments. Lisa can contact her state's Medicaid program to discuss eligibility and apply.
- Check eligibility for Medicaid: Medicaid can help Lisa financially with the cost of her copays and other Medicare costs, including helping with monthly premiums.
- Seek Financial Assistance from the Pulmonary Rehabilitation Program: Lisa can inquire if they offer any financial assistance programs, sliding scale fees, or payment plans to help reduce the cost of participation.
- Explore charitable options: Some community organizations may offer financial assistance for healthcare expenses.
- Discuss her financial limitations with her provider: Explain the challenges she faces in affording the copays and explore alternative options, such as home-based pulmonary rehabilitation programs or less expensive options.





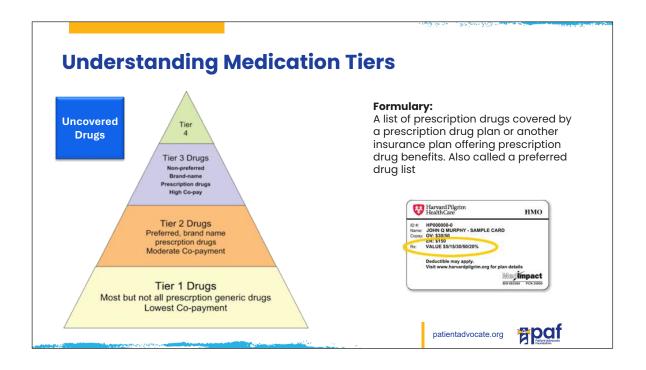












## **Understanding Drug Formulary: Key Terms**

Key Term Definition		Example
Formulary	A list of prescription drugs that the health insurance plan covers. May also be called a preferred drug list	A plan may offer generic only. When crafting a drug formulary, every individual health insurance does it differently. This variety means each health provider's drug formulary is unique.
Tiers	Formularies are often divided into tiers, with each tier corresponding to a level of cost.	A tier-one drug may have a small co-pay, while a higher-tier drug may require a percentage of the total cost.
Prior Authorization	Required approval from your health insurance before a specific medical service, treatment, or medication is provided.	Your provider prescribes a medication that is new to the market. Your provider's office must complete additional paperwork before the medication will be approved and your insurance pays their portion.
Step Therapy	Requirement to try an alternative medication fist, often.	When your plan wants you to try a lower cost or alternative medication before considering another.
Coverage limit on the amount of medication that will be allowed in a period of time.		For example, 30 tablets per month.





### STEPS TO TAKE FOR FORMULARY RESTRICTIONS

Appeal the formulary decision: Greg and his provider can appeal the plan's decision to deny coverage for the prescribed inhaler. They should submit a detailed letter explaining why the prescribed inhaler is the most appropriate medication for Greg's specific condition, citing medical evidence, Greg's previous experience with an alternative inhaler, and clinical guidelines.

**Explore alternative medications:** Greg and his provider can discuss alternative medications within the plan's formulary that may be more effective than the initially offered alternative.

**Inquire with the manufacturer:** Greg may be able to obtain the medication directly through the manufacturer. Many drug manufacturers have programs that supply patients medications for free if they meet financial guidelines and cannot obtain it through insurance.

**Switch Plans:** During open enrollment, Greg can switch his plan. With Original Medicare, he can purchase a Part D plan, or he can choose a different Medicare Advantage Plan with a more robust formulary.

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## Patient Assistance Programs (PAP)

Manufacturer Free Product

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Manufacturer Foundation

Free Product

- Free brand name products that are given to patients by the manufacturer of those products.
- $\bullet$  Manufacturer can set the eligibility guidelines and duration of assistance
- Assistance can be through several sources direct from manufacturer, the manufacturer's foundation or a third-party supplier.

Manufacturer Coupon/Card

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Manufacturer Foundation Coupon/Card

- Manufacturer's provide assistance to commercially insured patients to receive and offset the co-pay costs for their branded product.
- Manufacturer can set the eligibility guidelines and duration of assistance.
- Assistance can be through several sources direct from manufacturer, the manufacturer's foundation or a third-party suplier.

Charitable Patient Assistance Program (PAP)

- Independent 501(c)(3) organizations with an OIG opinion, who provide assistance to insured patients to assist with their co-pay costs.
- The charity organization sets the eligibility guidelines, amount of assistance and duration independent of manufacturer influence.
- Assistance is disease specific and cover all branded or generic treatments without limitations.

Patient Advocate Foundation



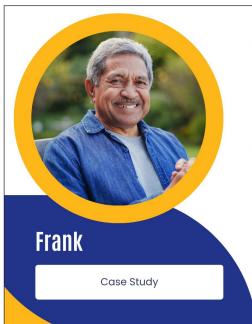
### **Charitable Co-Pay Programs**

National Charitable Co-Pay Programs: 501(c)(3) organizations provide assistance to insured patients to assist with their co-pay costs. There are income eligibility guidelines, and the charity decides if the disease fund supports all insured patients or just those insured through government benefits.

- •Co-Pay Relief 866-512-3861
- •Accessia Health 800-366-7741
- •CancerCare 866-55-COPAY
- •<u>Good Days</u> 877-968-7233
- •Healthwell Foundation 800-675-8416
- •National Organization for Rare Disorders 800-999-6673
- •Needy Meds 800-503-6897
- Patient Access Network Foundation 866-316-7263
- •The Assistance Fund 855-845-3663

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#### **SOCIAL HISTORY**

Frank is 68 years old. He is enrolled in Original Medicare.

#### **CHALLENGE**

Balancing financial concerns with medical recommendations for rehabilitation and addressing patient fears about insurance coverage for SNF care.

#### ISSUE

Frank is hospitalized after a severe COPD exacerbation. His doctors recommend he be discharged to a Skilled Nursing Facility (SNF) for short-term rehabilitation and respiratory therapy to stabilize his condition before returning home. However, Frank refuses, worried that Medicare may not fully cover the stay, and he prefers to recover at home. Despite the care team's assurances about the importance of additional rehab, Frank fears the potential out-of-pocket costs and is reluctant to leave the hospital.

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### **Understanding Medicare Part A Coverage & Cost**

#### Part A



INPATIENT HOSPITAL CARE

SKILLED NURSING SERVICES

HOSPICE CARE

#### Hospital inpatient stay

In 2025, you pay:

- \$1,676 deductible per benefit period
- \$0 for the first 60 days of each benefit period (after you pay the deductible)
- \$419 per day for days 61-90 of each benefit period
- \$838 per "lifetime reserve day" after day 90 of each benefit period (up to a maximum of 60 days over your lifetime)
- · All costs for each day after day 150

#### **Skilled Nursing Facility stay**

In 2025, you pay:

- \$0 for the first 20 days of each benefit period
- \$209.50 per day for days 21-100 of each benefit period
- · All costs for each day after day 100 of the benefit period

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#### STEPS TO TAKE FOR FINANCIAL CONCERNS FOR CARE

**Explore Financial Assistance Programs:** Some SNFs may offer financial assistance programs or sliding-scale fees for patients with limited financial resources.

**Explore Medicare Savings Programs:** These programs help low-income Medicare beneficiaries with their out-of-pocket costs, including premiums, deductibles, and copayments. Frank can contact his state's Medicaid program to discuss eligibility and apply.

**Discuss Home Health Care**: Frank can explore the possibility of receiving skilled nursing care and rehabilitation services at home, which would be cheaper than in a SNF.

- Medicare Coverage: Medicare Part A covers home health care under certain conditions.
- Home Health Agencies: Work with the hospital discharge planner to find a reputable home health agency.

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