

CITY OF JACKSONVILLE
UFHEALTH DIRECT CARE
EMPLOYEE HEALTH AND WELFARE PLAN

Amendment No. 1

The City of Jacksonville UFHealth Direct Care Employee Health and Welfare Plan (the “Plan”) is hereby amended as follows:

Effective April 1, 2021, the Plan is hereby amended in response to The American Rescue Plan Act of 2021. All provisions of this Amendment will terminate upon the expiration of the premium assistance available under the American Rescue Plan Act of 2021 on September 30, 2021. All other sections of the Plan remain unchanged.

Special COBRA Premium Assistance Opportunity

The Federal Government, through the passage of The American Rescue Plan Act of 2021, made a temporary COBRA opportunity available for certain Assistance Eligible Individuals (AEI). An Assistance Eligible Individual is a COBRA qualified beneficiary who meets the following requirements during the period from April 1, 2021 through September 30, 2021:

- Is eligible for COBRA continuation coverage by reason of a qualifying event that is a reduction in hours (such as reduced hours due to change in a business’s hours of operations, a change from full-time to part-time status, taking of a temporary leave of absence, or an individual’s participation in a lawful labor strike, as long as the individual remains an employee at the time that hours are reduced) or an involuntary termination of employment (not including a voluntary termination); and
- Elects COBRA continuation coverage.

COBRA Premium Assistance

Available from April 1, 2021 through September 30, 2021, AEIs who properly elect COBRA continuation coverage under the Plan are eligible for premium assistance. AEIs are not required to pay their normal COBRA premiums otherwise applicable for coverage during this period. The Plan will treat the AEI as having paid the full premium required for COBRA continuation coverage.

Termination of Eligibility for COBRA Premium Assistance

The AEI’s eligibility for premium assistance terminates on the earlier of:

1. The end of the maximum required period of continuation coverage for the AEI under the Code’s COBRA rules or the applicable State or Federal law (or regulation); or
2. The date that the AEI becomes eligible for Medicare benefits under Title XVIII of the Social Security Act or health coverage under another group health plan, such as a group health plan sponsored by a new employer or a spouse’s employer (not

- including excepted benefits, a qualified small employer health reimbursement arrangement (QSEHRA), or a health flexible spending arrangement (FSA)); or
3. September 30, 2021.

If an AEI receiving premium assistance for COBRA continuation coverage under this provision becomes eligible for coverage under another group health plan (other than those noted above) or Medicare, the AEI is required to notify the Plan in writing. This notification must be provided to the Plan in the time and manner as is specified by the Secretary of Labor. If an AEI fails to provide this notification at the required time and in the required manner, the individual may be subject to a tax penalty.

Additional COBRA Election Period

The American Rescue Plan Act of 2021 provides an additional election period for AEIs. An AEI whose qualifying event occurred prior to April 1, 2021 and did not elect COBRA continuation coverage when it was first offered or who elected COBRA continuation coverage but is no longer enrolled may be eligible for this additional election opportunity.

If the AEI is eligible for an additional election period, the AEI must elect such COBRA continuation coverage within 60 days of receipt of a notice of the COBRA election period. If the AEI does not elect coverage within 60 days of receipt of the notice, the AEI forfeits the right to COBRA premium assistance. The AEI may continue the coverage in effect at the time of the qualifying event.

NOTE: *The extended deadline relief provided in the Notice of Extension of Certain Timeframes for Employee Benefit Plans, Participants, and Beneficiaries Affected by the COVID-19 Outbreak “Joint Notice” and Notice 2021-01 does not apply to the 60-day notice or election periods related to COBRA premium assistance.*

The additional election period does not extend the period of COBRA continuation coverage beyond the original maximum period. An AEI may choose to begin COBRA continuation coverage prospectively from the date of the election, or, if the AEI’s qualifying event occurred on or before April 1, 2021, choose to start coverage as of April 1, 2021, even if the AEI receives an election notice and makes such election at a later date.

Participants may contact the Plan Administrator for additional information on the premium assistance available under the American Rescue Plan Act of 2021. If a Participant feels that they have been improperly denied premium assistance, they may contact the Employee Benefits Security Administration (EBSA) at 1.866.444.3272.

All other sections of the Plan remain unchanged.

APPROVED AND ACCEPTED

By: Mary DiPerna
Signature

Title: Chief, Compensation and Benefits

Date: 05/27/2021