



Know Your Benefits

Life Events and Your HSA

Your health savings account (HSA) can help you pay for a variety of life events that may otherwise have a large impact on your finances.

You Need Non-emergency Surgery

If your doctor informs you that you must have non-emergency surgery, you should do your homework before entering the operating room. Many HSA providers have web-based tools that explain procedures and have accompanying photographs and videos. You may also want to consider the following:

- Use your HSA dollars to get a second opinion to confirm the need for surgery.
- With an HSA/HDHP, you can choose the doctor and hospital of your liking for a surgical procedure, so you will want to explore your options.
- Ask your doctor what other professionals will be involved in your surgery (specialists, anesthesiologists, etc.) and then determine if these individuals are also in or out of your network. If they are not part of your network, the provider may be willing to give you a payment discount (if you pay in a timely fashion).
- Consult your HDHP to determine what authorizations and referrals are needed before having surgery. You may face financial penalties if you do not get authorization, even if your provider is in your network.

You Need Emergency Surgery

Educate yourself today on whom to call when in an emergency situation. You, or a family representative, must generally contact your health plan within 24 to 48 hours after an emergency. In addition, since post-surgical treatment is expensive, use a network provider to stretch your HSA dollars further.

You Had a Baby

Enroll your child in your health plan as quickly as possible. If you are going from a single to family plan, your HSA contribution limits will change on the first day of the month that you elected family coverage. This will allow you to contribute more to your HSA.

You Are Changing to a Family Plan

If your spouse loses his or her health coverage, you can change to a family plan outside of open enrollment. In this instance, your HSA contribution limit will increase on the first day of the month that you elect family coverage.

You Are Getting Separated or Divorced

The HSA owned by one spouse may be divided or given to the other spouse by court judgment in a divorce.

You Have Stepchildren

Generally, you can cover stepchildren under your health plan without formally adopting them. The children must live with you, and you must be responsible for supporting them. Adding stepchildren to your plan may allow you to increase your HSA contribution.

Transitions for Your Children

If your child is not eligible for your health plan but is still considered your dependent, you can use funds in your HSA account to pay for qualified medical expenses for this child.

You Lose Your Job or Your Hours Are Reduced

If you elect COBRA benefits, you can use your HSA to pay for your COBRA premiums. You can also continue to contribute to your HSA.



Know Your Benefits

Your Employer Drops Health Coverage

You are not allowed to continue to contribute to your HSA if your HDHP coverage has been terminated. However, you can use existing funds in your HSA to pay for your medical expenses.

You Retire Before Being Eligible for Medicare

If you retire before age 65, you can still use your HSA for medical expenses, such as COBRA premiums, long-term care premiums, etc. However, should you retire, accept a pension and then go to work for another employer, you can no longer use your HSA to make premium contributions before age 65.

You Enroll in Medicare

Once you enroll in Medicare, you are no longer able to make HSA contributions. You can use the HSA to pay for various medical expenses after age 65. You can also use an HSA to pay for employer-sponsored health coverage, if you remain employed after age 65 or to pay for Medicare premiums.

You Suffer a Disability

You need not work to make HSA contributions. However, if you lose HDHP coverage under your employer's plan because you no longer work, you are ineligible to continue contributing to your HSA. You can use your HSA funds to make COBRA payments if you become eligible for COBRA coverage as a result of your disability.

For more information on your HSA, contact the human resources department today.