



Mid-Year Election Changes – Prospectively revoking employer sponsored health coverage

Notice 2020-29 allows cafeteria plans to be amended to permit employees to make mid-year election changes. If the employer chooses to amend their plan to participate in the permissible plan changes, the following is a sample attestation that may be used by an employee who is electing to drop coverage prospectively. Employers may rely on an employee's written attestation unless the employer has actual knowledge the employee is not, or will not be, enrolled in other comprehensive health coverage.

SAMPLE ATTESTATION

Name: _____ (and other identifying information requested by the employer for administrative purposes).

I attest that I am enrolled in, or immediately will enroll in, one of the following types of coverage: (1) employer-sponsored health coverage through the employer of my spouse or parent; (2) individual health insurance coverage enrolled in through the Health Insurance Marketplace (also known as the Health Insurance Exchange); (3) Medicaid; (4) Medicare; (5) TRICARE; (6) Civilian Health and Medical Program of the Department of Veterans Affairs (CHAMPVA); or (7) other coverage that provides comprehensive health benefits (for example, health insurance purchased directly from an insurance company or health insurance provided through a student health plan).

Signature: _____

Sample Attestation Verbiage

Updated as of 05/18/20.

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