



June 22, 2023

Due to the COVID-19 National Emergency, in the spring of 2020 the federal government suspended the deadlines to report a HIPAA special enrollment event or COBRA qualifying event. These deadlines were suspended until the **earlier** of:

- One year from the date of the original deadline; or
- The end of the National Emergency “Outbreak Period” designated by the federal government.

The National Emergency ended on April 10, 2023, and the Outbreak Period will end on July 10, 2023. **For events that occurred before July 10, the normal deadlines will begin counting down from July 10, subject to the one-year limit on deadline suspensions.** Normal deadlines will resume for events occurring on or after July 10, and will begin counting down from the event date.

The following chart describes the standard normal reporting deadlines for HIPAA and COBRA events. Your plans may allow additional time to report these events – consult your plan’s Summary Plan Description (SPD) for details.

	Event	Deadline
Request HIPAA special enrollment	Gaining a new dependent through marriage, birth, adoption, or placement for adoption	30 days
	Losing of eligibility for other group health plan coverage	30 days
	Losing of eligibility for Medicaid or SCHIP coverage	60 days
	Gaining eligibility for a state premium subsidy	60 days
Report COBRA qualifying event	Loss of eligibility due to divorce, legal separation, or annulment* <small>*May also apply to termination of a domestic partnership if treated as a COBRA qualifying event under your plan. Consult your plan’s SPD for details.</small>	60 days
	Loss of dependent status under the plan	60 days

Loss of Medicaid/CHIP eligibility: If you or your dependents no longer qualify for Medicaid or CHIP, you may qualify for a special enrollment period. You will have 60 days from when you lose Medicaid/CHIP eligibility to request special enrollment, subject to the rules above for reporting events that occur before or after the end of the Outbreak Period. In addition, the Health Insurance Marketplace is offering an extended special enrollment period from March 31, 2023 to July 31, 2024 for individuals who are losing Medicaid or CHIP coverage. Visit www.healthcare.gov/medicaid-to-marketplace/ for more information.

Please consult your plan's SPD for more information on HIPAA special enrollment events and COBRA qualifying events. Please reach out to the Chevron Human Resources Service Center at 1-888-825-5247 (1-832-854-5800 outside the U.S.) before the revised deadlines if you need to report any changes.

Sincerely,

Chevron HR Service Center