

# Benefits Information



To provide relief during the COVID-19 National Emergency that began March 1, 2020, the Departments of Labor (DOL) and Treasury released a [joint notice](#) in May 2020 requiring Benefit Plans sponsors to suspend certain action periods for a number of employee benefit plan requirements, including:

- Requesting mid-year plan enrollment based on a HIPAA special enrollment event such as marriage, birth, adoption, loss of other coverage, or eligibility for a state Children's Health Insurance premium assistance program.
- Submitting claims and appeals for benefits.
- The timelines associated with notifying the plan of certain COBRA qualifying events.
- Electing COBRA.
- Remitting COBRA premiums.

On February 26, 2021, the DOL issued [Notice 2021-01](#) which clarified and extended this relief. Plans must continue to suspend these actions periods occurring after March 1, 2020, through the **earlier of:**

- 12 months from the time the action period began; or
- 60 days after the announced end of the COVID-19 National Emergency.

## How does this affect you?

If you have experienced a HIPAA special enrollment event, you may still be eligible to make a change outside of the normal 30-day window.

Please contact [benefits@ayahealthcare.com](mailto:benefits@ayahealthcare.com) for more information.

## [Dept of Labor HIPAA Special Enrollment Opportunities Information](#)

Please review the following notices regarding your Aya Benefits and the ability to make plan changes mid-year. The notices also address COBRA enrollment rights.

[End of Outbreak Period Notice](#)

[ARPA Marketplace Model Notice](#)