

This is a summary of Lincoln's position on the application of the actively at work requirement and the premium payment grace period in our group insurance policies in light of the Coronavirus (COVID-19) pandemic. The details of this approach are current as of April 9, 2020 and are subject to change given the rapidly evolving nature of the situation.

Actively at Work/Continuation of Coverage

To support our customers during this unprecedented situation, Lincoln has extended continuation of coverage to apply to employees whose work status was adversely affected due to COVID-19 (e.g. laid off, reduced hours, furloughed, leave of absence, etc.), through May 31, 2020, or longer if the policy language is more generous, as long as premium is remitted by the employer.

If the policy includes provisions for individuals to continue being covered through Conversion, Portability, or COBRA, the policy's provisions will apply. It is the employer's responsibility to advise employees if Portability or Conversion options exist. Typically, an employee must request such benefits within 31 days of loss of coverage (longer if existing notice periods require it), and the coverage can continue as stated in the Conversion, Portability or COBRA plan. An employee who exercises Conversion or Portability will be billed directly. COBRA premiums go to the group policyholder (employer) who then remits it to Lincoln.

For employees whose coverage terminated due to a COVID-19 layoff or furlough and who are rehired within six months of the coverage termination date, benefits can be reinstated within 31 days of returning to work. Longer timeframes will apply if they are stated in the policy. New pre-existing conditions or eligibility periods will not apply. Evidence of insurability is not required if the same coverage amount (or less) is reinstated.

We continue to monitor the situation closely and will determine by May 1, 2020 whether any further changes are necessary.

Premium Payment Grace Period

In order to provide employers and their employees greater flexibility in making required premium payments, we are extending the standard grace period on Lincoln-issued group insurance policies and service agreements to 60 days. This update goes into effect retroactively to March 1, 2020.

We will continue to monitor the COVID-19 situation and will reassess our position by May 1, 2020. Additionally, Lincoln will comply with any state-issued mandates that may require longer grace periods and will update our practices accordingly.