



Still Working at 65?

*Your “Ask HR” Checklist for a Zero-Penalty
Medicare Game Plan*

Still Working at 65 Checklist



(Print or save to Notes before your meeting—then fill in the blanks)

Question to Ask HR	Why It Matters	My Notes
<input type="checkbox"/> How many employees are on our health plan (average last 12 months)?	20+ = employer pays first, so I can safely delay Parts B & D. <20 = Medicare pays first—delay = penalties.	
<input type="checkbox"/> Is our medical plan officially “creditable” for Medicare Part B? (Ask for it in writing.)	Needed to prove I had legit coverage if Medicare ever asks.	
<input type="checkbox"/> Is our prescription plan “creditable” for Part D?	Keeps me clear of the 1%-per-month drug penalty.	
<input type="checkbox"/> Will the company give me a CMS-L564 form when I retire?	Medicare needs this as proof of employer coverage during my 8-month SEP.	
<input type="checkbox"/> Who signs my Part B application's Employer Section (CMS-L564) when I finally retire?	No signature, no penalty-free enrollment. Get a name + email now.	Contact:
<input type="checkbox"/> If I enroll in Medicare Part A now, can I stay on the HDHP and keep contributing to my HSA?	Part A back-dates up to 6 months—any HSA deposits after that incur IRS penalties.	Last HSA payroll date:
<input type="checkbox"/> Does our plan automatically drop to secondary once I turn 65?	Some small or “retiree-style” plans expect Medicare to pay first even if I’m still active.	
<input type="checkbox"/> What happens to my spouse / dependents if I leave the plan?	COBRA length & cost, spouse’s plan, ACA Marketplace—know the fallback.	Last HSA payroll date:
<input type="checkbox"/> Are there retiree or bridge plans—and do they require Medicare enrollment?	Retiree coverage often covers only what Medicare doesn’t.	
<input type="checkbox"/> If I switch to part-time, do our eligibility rules change?	Hours cut can terminate “active” status → creditable coverage gone.	

Quick Extras to Bring Up

- **Premium share after 65** – will my payroll deduction jump?
- **Annual drug formularies** – any upcoming changes that could spike costs before I retire?
- **Foreign travel coverage** – useful if I globe-trot before full retirement.

Timeline Scratch Pad

Age / Date	Action	Done
64½	Stop HSA deposits if I'll enroll in 6 months	<input type="checkbox"/>
65th birthday month	Verify "creditable" status again during OE	<input type="checkbox"/>
_____ (retirement target)	File Parts B & D within 8-month / 2-month SEP	<input type="checkbox"/>
_____	Request CMS-L564 proof + COBRA packet	<input type="checkbox"/>

Bring this sheet to HR, leave with signatures, and stick the dates in your phone. Future-you—and your wallet—will be glad you asked now instead of paying more later.

Need the bigger picture?

Dive into the full playbook, “**Still Working at 65—Do You Need Medicare Yet?**” for head-count rules, HSA timing, and penalty-proof timelines—all in one quick guide.

[Unlock the Guide >](#)

If any answer feels fuzzy, visit [MyALEXHealth™](#) and ALEX® will walk you through every “what-if,” show the math, and keep those lifetime penalties off your retirement checklist.



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