

# ***HEALTH BENEFITS E-NEWS***

*Department of Human Resource Management  
Office of Health Benefits*

*September 16, 2011*

## ***Flu Shot Program at Participating Pharmacies***

Health plan members may again get a free flu shot this year at pharmacies participating in the Commonwealth of Virginia's flu shot program. The free shots at pharmacies are offered to COVA Care, COVA Connect and COVA HDHP members. Each plan's list of participating pharmacies is posted on the DHRM web site at [www.dhrm.virginia.gov](http://www.dhrm.virginia.gov), along with a question and answer sheet and flyer for your use with employees. It is important that plan members call ahead to their local drug store to be sure that the pharmacy is participating in the program and that flu shots are available. An appointment may be required.

Attached are flu shot guidelines for agencies that wish to coordinate flu shots onsite with participating pharmacies. Again, be sure that the pharmacy is participating in the Commonwealth's program before scheduling a clinic.

## ***Active Enrollment Form Revised***

TRICARE supplement enrollment information has been added to the 2011 Active Employee Eligibility and Enrollment Form. Please use this revised form and destroy any old forms. Supplies of the revised form will be available for ordering on September 26. In the meantime, you may download and print the form from the DHRM web site at [www.dhrm.virginia.gov/hbenefits/openenroll11/StateActiveEnrollForm2011.pdf](http://www.dhrm.virginia.gov/hbenefits/openenroll11/StateActiveEnrollForm2011.pdf).

## ***Medicare Annual Rate Notification Mailing***

The annual mailing to Medicare-eligible State Retiree Health Benefits Program Participants is scheduled to go out during the week of October 3. Copies of all materials will be available at <http://www.dhrm.virginia.gov/hbenefits/retirees/medicarenotification2012.html> prior to the mailing date.

## ***Creditable Coverage Notices***

As required by law, agencies will need to provide an annual notice of creditable prescription drug coverage to all Medicare-eligible employees who are enrolled in the State Health Benefits Program and all non-Medicare-eligible employees who cover Medicare-eligible dependents. Files will be placed in agency FTP folders to identify employees who should receive the notice. The file is scheduled for placement by September 27. Agencies will need to distribute notices no later than October 7—in advance of the Medicare Annual Coordinated Election Period. More information will be provided in a Benefits Administrator Memo to go out prior to distribution of the files.

## ***Expanded Services at Kaiser Medical Centers***

Kaiser Permanente will be making major enhancements to its medical center delivery system through next year. The attached brochure provides additional details. A letter will be mailed to Kaiser HMO members on September 26 informing them of the changes.

If you have questions, please contact Maureen Breheny, state account manager, at (301) 816-6871.

### ***Transitioning from VSDP Short-Term Disability to Long-Term Disability***

Attached is an advance copy of an update to the current Health Insurance Manual chapter regarding VSDP LTD. Please use this information as a resource for processing LTD enrollments. Be sure to take particular note of the following policy provisions:

- New VSDP LTD participants who wish to enroll in the State Retiree Health Benefits Program must do so within **31 days** of their loss of active coverage (or loss of eligibility for active coverage).
- Failure to terminate active employee coverage for an LTD participant can result in loss of premium paid in error by the agency, a significant retroactive premium obligation to the participant, and/or loss of eligibility for the program.

Please also note that “other LTD programs” generally refers to university-sponsored LTD plans as addressed in this chapter. It does not include private, individual LTD policies.

### ***Disability Retirements under the Traditional Leave Program***

Employees covered under the Traditional Leave Program who have depleted available sick leave and are awaiting the results of a disability retirement application may maintain health plan coverage by using available sick leave without pay or, if eligible, taking a service retirement.

If a disability retirement is approved, and the retiree is otherwise eligible, he or she may enroll in retiree health plan coverage either retroactively or prospectively. However, if a disability retirement is denied, and this results in a deferred service retirement, or the employee misses the 31-day enrollment window (31 days from the retirement date), eligibility for retiree coverage is lost. If eligible, taking an immediate service retirement and enrolling in retiree health plan coverage while waiting for the results of the disability retirement application assures that eligibility for retiree coverage is not lost should the disability retirement be denied. Be sure that your employees understand these enrollment limitations so that they do not miss the opportunity to enroll in retiree coverage. Section 5.8 of the existing Health Insurance Manual includes additional information.