

HEALTH BENEFITS E-NEWS

*Department of Human Resource
Management
Office of Health Benefits*

August 1, 2013

Affordable Care Act (ACA) Health Insurance Exchange Notice

In order to comply with employer responsibilities under the Affordable Care Act (Act), the Commonwealth is required to send to all current state employees by October 1, 2013, a notice of "New Health Insurance Marketplace Coverage Options and Your Health Coverage" with information on health insurance exchange coverage effective January 1, 2014. The Office of Health Benefits will distribute the notice to all employees eligible for state health coverage with addresses in BES. However, Benefits Administrators will be required to send the notice to employees within their agency who are not eligible for state health care, such as wage employees. Agencies will be required to certify to OHB that distribution of the notice to these employees has been completed.

A Benefits Administrator Numbered Memo with instructions and a copy of the notice will be sent to you by September 1. In accordance with federal regulations, agencies must mail the notice first class to employee home addresses or send by email provided that the agency's employees have access to email and use it as an integral part of their job. **Employees must receive the notice no later than October 1.**

Once the initial letters are sent, all new employees, both those eligible and those NOT eligible for health benefits, must receive this notice within 14 days of hire.

Active Health Management Now Encompasses Special Health-Related Programs

The maternity and disease management programs and the education program for bariatric surgery have transitioned to Active Health Management. COVA Care, COVA HealthAware and COVA HDHP participants will be mailed a letter and brochure the week of August 5 with more information on the Healthy Beginnings (maternity management), Healthy Insights (disease management, including the diabetes incentive program), Healthy Lifestyles (individual coaching to address lifestyle issues such as quitting smoking and weight management) and other programs. In addition, members already enrolled in these programs will be receiving letters in the coming weeks regarding the transition to Active Health.

Registration for On-Site Biometric Screenings

It is highly recommended that employees register for on-site biometric screenings. Please encourage your agency's employees to register since Well Advantage cannot guarantee that walk-ins will be accommodated. Thanks for your assistance.

CommonHealth Continues As a Wellness Resource

OHB and the CommonHealth team have received a number of questions about CommonHealth's role going forward. Great news! CommonHealth will continue to provide three innovative programs each year to state agencies. These programs feature face-to-face sessions and alternative delivery systems for those who are not able to attend a session. The topics they present are educational and are focused on creating a change in behavior that results in a healthier lifestyle and are in alignment with the objectives of employee health benefit plans. The Commonwealth's partnership with Weight Watchers will still be

available for those who are more comfortable in a group rather than an individual weight management setting. CommonHealth recently launched a new program to match state employees with fitness instructors in their area to form on-site fitness classes. For more on CommonHealth, visit www.commonhealth.virginia.gov.

Updated Extended Coverage/COBRA Election Notice

Effective immediately, please use the updated version of the 2013-14 COBRA Election Notice that is now posted at: <http://www.dhrm.virginia.gov/resources/benefitsadmin/notices.html>.

In addition to the July updates in compliance with the Affordable Care Act, this revision also removes additional language regarding pre-existing conditions. As requested, a reminder to generate a HIPAA Certificate of Creditable Coverage has also been added to the end of the Notice.

In response to questions regarding COBRA premiums to use in the Election Notice, refer to the COBRA premium chart at <http://www.dhrm.virginia.gov/hbenefits/OE2013/COBRAPremiums2013.pdf> for the total COBRA premium and then deduct any premium reward that has been earned for the period of time during which the COBRA continuation period begins. For example, if you have a terminating employee in COVA Care (with preventive dental) with family coverage (e.g., employee, spouse, covered child—total COBRA premium=\$1,572) and a premium reward for both the employee and spouse (\$34), following are the premiums that could apply to the qualified beneficiaries depending on the election that is made:

Plan	Membership	Premium on COBRA start date
COVA Care	Family with premium rewards	\$1,538
COVA Care	Dual Spouse with premium rewards	\$1,052
COVA Care	Dual Child with premium reward	\$1,069
COVA Care	Single with premium reward	\$568
COVA Care	Single without premium reward	\$585

Refresher on New Hire Enrollment and QME Changes

There has been some confusion over how to calculate the countdown period when enrolling employees newly eligible for coverage or participants who experience a qualifying mid-year event (QME) outside of annual Open Enrollment. Please remember to actually count the 30 days for new hires and the 60 days for QMEs.

Newly Eligible Employees

When employees become eligible for health coverage and flexible spending accounts, they have up to 30 calendar days to enroll from their date of hire or becoming eligible. The 30-day **countdown period begins on the first day of employment** and ends 30 days later. If the enrollment action is received within the 30 calendar day time frame, coverage will be effective the first of the month coinciding with or following the date of employment. In no case will coverage begin before the first day of employment.

Qualifying Mid-Year Events

During the plan year, employees may make consistent election changes based on QMEs. Changes must be submitted within 60 calendar days of the event. **The countdown begins on the day of the event.** Normally the change will be effective the first of the month after the date the submission of an election change is received by the Benefits Administrator or Human Resource Office.

Please do not reply to this e-mail. You may send inquiries to the Office of Health Benefits mailbox at ohb@dhrm.virginia.gov.