

ALASKA SHRM STATE COUNCIL

ALASKA HR SOCIETY

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1 General Credit

The link to the certificate will be provided at the end

**Health Care Reform Update
 SHRM 2014**

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 HR and Benefit Advisor
 The Wilson Agency

Or another of saying it...

*The good, the bad and the
ugly.... And just
downright confusing*

Overview of what we have seen since our last webinar, what we saw happen

- More difficult to do a generic HCR update
- Lot of confusion and postponements
- Different Issues for Different Plans
- What is happening in the Marketplace
- Upcoming changes
- What's in the news.

What's going on with plans?

- No longer one plan fits all
- Making sure that your plan is compliant
- Lots of different "kinds" of plans – a glossary list

Environment for the different types of plans

- Grandfathered Plan
- Extended Plan – Grandmother Plans
- Early Renewals
- Metallic- Under 50 groups
- Self-Funded
- Semi Self-Funded

Where are Premium going?

- Uncertainty of costs for your particular plan and planning for your renewal
- Taxes from PPACA
- More rules on ‘creative’ financing put up roadblocks
- Who is the hardest hit with increases?

Good news

- Composite rating coming back to small group
- Trend rates in some plan going back to “normal” in some cases
- A little more certainty on what is going on in the marketplace/open community pool
- Carriers fixing plans that didn’t work
- Some metallic plans more robust
- Employees enjoying the “wellness” section

Educating your employees – where many employers are failing

- -They are scared and confused
- -Basic information on the Exchange
- -Info on subsidies
- -Info on covering dependent coverage
- -Fines for not having coverage
 - 1% of income

What you can expect with a 1/1 renewal?

- **May not be 1/1!**
- **Lots of delays**

An Employer's Guide to Annual Group Health Plan Notices

- Lots of notices
- Some by a certain date
- Some just once during the year– enrollment time
- Some at on-boarding
- Make sure that it's delivered the rights way
- Document Document Document

**Quick List of
Notifications
that Need to Go
Out**

Best Practices

- Give as many notifications during open enrollment and on-boarding
- Being prepared at open enrollment to get everything out

New way of describing plans – SBC

- A few facts about the SBC – Summary of Benefit & Coverage Requirements
- What needs to be on, what doesn't
- Potential risk area - fines

How to get those notices out?

- Snail mail by first class or hand delivered to employees home address
- Computer with the return-receipt feature (if something that is typically used for their job)
 - Enrollment on line
 - Posted on Intranet with notifications where posted
- Lots of small print

Biggest upcoming challenges facing employers this coming year

- Understanding & controlling your numbers
- Affordability
- IRS Reporting
 - A good payroll system will become essential
- Your individual plan eligibility issues are in compliance

Looming issues on the horizons

- Discrimination Laws
 - Similar to the ERISA laws but rumored to be even more stringent
- Cadillac Tax – Value Added
 - 40% excise tax

In the news:

- **Courts Issue Opposite Rulings in Premium Subsidy Cases**
- **Follow-Up to the Hobby Lobby Decision**
- **Cost of Living Adjustments**



Free Webinar - 1.5 CE HRCI Credits
Fiduciary Responsibilities under ERISA
Tuesday, September 16, 2014
2:00 p.m. EDT / 11:00 a.m. PDT

The webinar will focus on group health plan issues, As Department of Labor audits of benefit plans become more commonplace, this is a must-see webinar for anyone tasked with overseeing employee benefits.

Send me an email for the code to link in.
Michaelw@thewilsonagency.com

Questions????



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