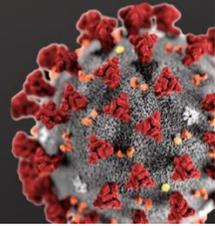


FAQ HEALTH PLAN OPTIONS



In light of the recommendations and direction given by Governor DeWine in response to slowing the spread of the coronavirus within the workplace, we know you may have questions regarding the continuation of healthcare coverage for your employees. To assist with your business decision-making process, AultCare has compiled a list of Frequently Asked Questions about your health plan options.

HEALTH PLAN COVERAGE OPTIONS

If I lay off members of my workforce in response to the COVID-19 crisis, may the company continue to cover those employees?

Under the temporary layoff provisions within your health plan, there is coverage under these types of scenarios. At least one person needs to remain actively working/employed by the company. Monthly Membership Reports (MMR's) should not be completed until temporary layoff periods are ending and enrollees are being terminated from the plan.

- Fully Insured Plans
 - Plan language for both small (ACA & Transitional Relief) and large groups provides for a 90-day temporary layoff in which the employees may be covered.
 - Monthly premiums must continue to be paid for temporarily laid off employees.
 - Coverage must be offered in a non-discriminatory and consistent method to employees.

- Self-Funded Plans (including Small Cap)
 - Temporary layoff coverage is determined per the employer policy and is reflected in the Self-Funded Plan Document for each individual employer.
 - *If AIC RE is your stop-loss carrier, stop-loss coverage will remain intact on your enrollees if you extend your temporary layoff periods. You will need to pay administrative fees, claim costs/funding, and stop-loss premiums. This policy will be periodically reviewed, and employers will be advised if Plan Document language needs revised. If AIC RE is not your stop-loss carrier, you will need to verify what will be covered by your stop-loss carrier if you change the parameters of your temporary layoff policy/Plan Document language.*
 - Coverage must be offered in a non-discriminatory and consistent method to employees.

- Canton Regional Chamber Health Fund MEWA Plans
 - Current language provides for a 30-day temporary layoff period with coverage being terminated at the end of the month following the 30-day period (e.g. employees being temporarily laid off on March 18 would have coverage through April 30, 2020).
 - Monthly premiums must continue to be paid for temporarily laid off employees.
 - Coverage must be offered in a non-discriminatory and consistent method to employees.
 - *This is currently under review for a possible extension.*

COVERAGE EXTENSIONS

Are employees still eligible for coverage if their hours per week decreases below the minimum required amount (typically 30 hours per week)?

Yes, per the Ohio Department of Insurance (ODI) Bulletin 2020-03, employees would still be eligible for coverage if their weekly hours drop below the minimum required amount.

This applies to Fully Insured, ACA, and Canton Regional Chamber Health Fund MEWA plans.

For Self-Funded Plans (including Small Cap), the minimum required hours is determined per the employer policy and is reflected in the Self-Funded Plan Document for each individual employer. *If AIC RE is your stop-loss carrier, stop-loss coverage will remain intact on your enrollees if you lower your minimum required hours. You will need to pay administrative fees, claim costs/funding, and stop-loss premiums. This policy will be periodically reviewed, and employers will be advised if Plan Document language needs revised. If AIC RE is not your stop-loss carrier, you will need to verify what will be covered by your stop-loss carrier if you change the parameters of your minimum required hours policy/Plan Document language.*

If I terminate a significant part of my workforce today, will coverage extend until the end of the month?

If premiums have been remitted for the month of March, coverage will continue through the end of March. This applies to Fully Insured, Self-Funded, and ACA plans.

For Canton Regional Chamber Health Fund MEWA plans, coverage will not extend through the end of the month. *(This is currently under review.)*

CONTINUATION OF COVERAGE

What about continuation of coverage?

If your group is subject to COBRA, as long as one person remains actively employed, employees may elect to continue coverage under COBRA under the normal notice and election procedure. If the plan has no active employees, the plan is terminated and COBRA is not an option. Employees would have a special enrollment period to enroll in individual coverage under this scenario.

If your group is not subject to COBRA (e.g. employs fewer than 20 people), as long as one person remains actively employed, employees may elect to continue coverage under Ohio's State Continuation statute for up to 12 months. Small employers should notify employees of this right at the time they are terminated. If the plan has no active employees, the plan is terminated and State Continuation is not an option. Employees would have a special enrollment period to enroll in individual coverage under this scenario.

PREMIUM EXTENSION

In light of COVID-19, may I have a grace period extension on paying my premium?

Yes, per the ODI Bulletin 2020-03, you have the option to defer premium payments for up to 60 calendar days from the original premium due date. Payments will be interest free if you defer payments for up to 60 days. The delinquency process would apply following the 60-day deferment period. Premium payments are not being waived, and are due at the end of the deferment period.

This applies to Fully Insured, Self-Funded (ASO fees & AIC Re), ACA, and Canton Regional Chamber Health Fund MEWA plans.

Self-funded and HRA clients will still be required to fund claims upon their funding notification/reports. Claims (provider payments) will not be released prior to the company funding the required amounts. The deferment period does not apply to the funding of claims.

WAITING PERIOD

Will temporarily laid off employees be permitted to rejoin the health plan without a waiting period when they return to work?

Yes, employees that are temporarily laid off will be permitted to rejoin the health plan without a waiting period when they return to work. If employees are terminated from the plan and then rehired, waiting periods will be followed in accordance to your fully insured certificate or self-funded plan document.

This applies to Fully Insured, Self-Funded, ACA, and Canton Regional Chamber Health Fund MEWA plans.