



# Health Care Reform

★★★ Important Benefit Update

October 2010

## For Small Businesses

### Benefit Changes for Small Businesses

On January 29, 2010, Interim Final Rules were issued on the Mental Health Parity and Addiction Equity Act of 2008 (MHPAEA), and on March 23, 2010, President Obama signed into law the Affordable Care Act (ACA). In light of these developments, the chart below identifies Wellmark Blue Cross and Blue Shield's implementation of certain provisions that have a more immediate impact on your benefits.

Provision	Description	Effective Date	Non-Grandfathered Plans	Grandfathered Plans*
Continued coverage for currently enrolled adult children	Extends coverage to dependent children in the following categories that would otherwise have lost coverage due to the benefit age limit: <ul style="list-style-type: none"> <li>currently enrolled children up to age 26</li> <li>currently enrolled, unmarried full-time dependent students, with no age limit</li> </ul>	June 1, 2010	√	√
Chance to re-enroll dependent children up to age 26	September 2010 special enrollment period allows eligible dependent children to come back on to parents' coverage.	October 1, 2010	√	√
Dependent children termination	Coverage terminates at the end of month, versus the end of renewal period	October 1, 2010	√	√
Pre-existing condition exclusions	Members under age 19 are no longer subject to pre-existing condition exclusions	January 1, 2011**	√	√
Lifetime limits	Lifetime maximum limits on essential services are prohibited, therefore, the \$5 million lifetime maximum is being removed	January 1, 2011**	√	√
Mental health/chemical dependency (MH/CD)	For groups over 50 in Premium Saver plans, provides first dollar coverage for PPO MH/CD office services	January 1, 2011**	√	√
Preventive services	Provides first dollar coverage for preventive care services, including immunizations received at a pharmacy	January 1, 2011**	√	N/A
Smoking cessation	Provides coverage for smoking cessation consultations	January 1, 2011**	√	N/A
	For groups over 50, provides coverage for smoking cessation drugs	January 1, 2011**	√	N/A

\* Plans in effect as of March 23, 2010 are grandfathered and exempt from complying with certain ACA requirements. Many changes that employers consider on an annual basis will automatically lead to losing grandfather status. They include, but are not limited to, purchasing health coverage from a different company, a change in benefit plans, and reducing employer contributions by more than five percentage points below the rate in effect on March 23, 2010.

\*\* For all small employers with Plan Years beginning January 1, 2011. If the employer's plan year is other than January 1, 2011, the employer should contact their agent or Wellmark representative as soon as possible.



*Wellmark is not providing any legal advice with regard to compliance with the requirements of the Affordable Care Act ("ACA") and Mental Health Parity and Addiction Equity Act ("MHPAEA"). Regulations and guidance on specific provisions of the ACA and MHPAEA have been and will continue to be provided by the U.S. Department of Health and Human Services ("HHS") and/or other agencies. The information provided reflects Wellmark's understanding of the most current information and is subject to change without further notice. Please note that plan benefits, rates, renewal rate adjustments, and rating impact calculations are subject to change and may be revised during a plan's rating period based on guidance and regulations issued by HHS or other agencies. Wellmark makes no representation as to the impact of plan changes on a plan's grandfathered status or interpretation or implementation of any other provisions of ACA or MHPAEA. Any questions about Wellmark's approach to the ACA or MHPAEA may be referred to your Wellmark account representative.*