



**We're Taking You To School**

# March Madness

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# March Madness

- Is not going to be finalized in Indianapolis!
- 10:45 PM on 3/21/2010
- Reconciliation passed
- Bill moves to Senate



# March Madness

- The Senate Bill Could:
  - Mandate everyone must purchase insurance
  - Resulting in about 30 million additional people becoming insured
  - Subsidize coverage for people who cannot afford insurance



# March Madness

- The Senate Bill Could (cont'd)
  - Increase the number of people eligible for Medicaid
  - Raise money to pay for the above through new fees, TAXES and cuts to Medicare Advantage (“Part C”)



# March Madness

- The Senate Bill Could (cont'd)
  - Make many changes in the way insurance companies operate
    - Selling insurance to everyone, regardless of pre-existing conditions or health status
    - Selling insurance to individuals and small business through an exchange



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- The reconciliation bill, if it passes the Senate, would adjust many provisions and date(s) of enactment
- The broad strokes of the new law would remain the same



# March Madness

- What can we do . . .
  - Prepare for taxes to increase
  - Continue to work with your advisor to shift/reduce costs



# March Madness

- Compliance Issues
  - The US DOL has issued a model notice to meet the requirement to inform employees of opportunities for group health plan premium assistance under Medicaid or the Children's Health Insurance Program (CHIP) in their state of residence



# March Madness

## Notification Deadlines

- For plan years 2/1/2010 – 4/30/2010, CHIP notification is 5/1/2010
- For employers whose plan begin after 5/1/2010, CHIP notice must be provided by the first day of the next plan year



# March Madness

If you would like a copy of the model notice,  
please contact:

CP Benefit Services, Inc.

704.553.8072

or

[Charlie@CPBenefitServices.com](mailto:Charlie@CPBenefitServices.com)

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# March Madness

## What Are Cost Containment Options?

- HDHP – High Deductible Health Plan
- HSA – Health Savings Account
- HRA – Health Reimbursement Arrangement
- MRP – Medical Reimbursement Plan  
(Executives Only)



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## Other Compliance Items

- Annual distribution
- WHCRA notice
- Medicare Part D notice
- Section 125 plan notice during re-enrollment
- SAR



# March Madness

## Notice When Employee First Enrolls

- Pre-existing condition clause
- Special enrollment rights
- Plan document & SPD (if applicable)
- HIPPA notice of privacy practices
- FMLA notice (if applicable)
- COBRA initial rights notice (if applicable)



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## Additional Compliance

- COBRA
- FMLA
- HIPPA
- ERISA
- ARRA



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## Contact Information

CP Benefit Services, Inc.

[Charlie@cpbenefitservices.com](mailto:Charlie@cpbenefitservices.com)

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