

For Small Employers

Your 2014 Health Plan Decision A Guide to Evaluating Your Options



Today to 90 days before renewal

Start the conversation and understand your options.

Will you continue coverage?

- Talk with your broker or Blue Cross sales representative about your options.
- Learn more about upcoming changes by visiting bcbsri.com/healthcarereform.
- Consider the advantages:
 - Employer-sponsored coverage helps attract and retain talented employees.
 - You may be eligible for a tax credit to help offset costs.
 - It ensures coverage options for your employees who are required to have coverage under the Affordable Care Act.

Decision

If you decide to offer coverage, please follow this timeline through the rest of the process.

If you decide not to offer coverage, let your employees know your decision so they can plan to get health insurance for themselves.

89 days to 61 days before renewal

Evaluate your plan and purchase options.

How much can your business afford?

- Review your renewal package from your broker or Blue Cross sales representative and discuss cost-saving options.
- Use the calculator on healthsourceri.com to see if you are eligible for a tax credit.

How will you purchase coverage?

- **Buy directly:** This allows you to continue a familiar process and choose from more plan options.
- **Buy through HealthSource RI:** This is the only option for taking advantage of the small business tax credit. You can:
 - Choose one plan for your employees.
 - Give your employees the option of choosing from any available plan. Each employee can select the insurer, benefit plan, and premium level of their choice.

Decision

Communicate your decisions to your broker or Blue Cross sales representative. You should also talk to your employees if there are significant changes.

60 days before renewal

Purchase your plan and prepare for changes.

What plan(s) will you offer?

- Understand changes and impact to employees.
- Work with your broker or Blue Cross sales representative to formalize your purchase through Blue Cross (30 days before renewal) or HealthSource RI (60 days before renewal).
- Review your payroll administration to make any necessary changes to premium payments or processes.
- Announce plan choices to your employees.

KEY CONSIDERATIONS

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Are you prepared for reform?

Learn five ways to get ready. See [back for details](#).

5 Steps to Get Ready for Reform

In 2014, you'll see a lot of changes as a result of healthcare reform. The steps below explain how you can prepare for the upcoming healthcare reform changes.

1

See if you are eligible for tax credits to help lower your health benefit costs.

Small businesses with up to 25 full-time employees who pay at least 50 percent of employees' health insurance premiums may be eligible for a tax credit to offset the cost of providing health insurance to employees. For more information on the small business tax credit, please visit bcbsri.com/healthcarereform.

2

Review how your health plan will change upon renewal.

When you renew your plan in 2014, we'll ensure that you renew into a plan that offers compliant benefits. Visit bcbsri.com/healthcarereform for information on how healthcare reform will affect plan deductibles, benefits, out-of-pocket maximums, and more.

3

Understand how your new premiums will be calculated.

When you receive premiums for your 2014 health plan, they will be based on your employees' ages and the ages of their dependents. Contract type (for example, an individual-only plan or a family plan), gender, and health status are not used to determine premiums. The family premium will be calculated by adding up the individual monthly premium amount for all family members. A maximum of three dependent children under the age of 21 will be counted toward the family premium.

4

Notify your employees about HealthSource RI.

By October 1, 2013, all employers are required to give employees a one-time notice explaining coverage options available through HealthSource RI. To find model notices created by the Department of Labor or information to create your own notice, please visit bcbsri.com/healthcarereform. Employers must continue to provide this notice to new employees.

5

Review your current waiting period for coverage.

If an employee is eligible for health coverage, he or she must be able to enroll in health coverage that is effective within 90 calendar days of becoming eligible. You'll be able to establish waiting periods as long as they do not exceed 90 calendar days.

As it gets closer to your renewal date, you'll hear more from us about healthcare reform and your 2014 plan options. If you have any questions in the meantime, please contact your broker or Blue Cross sales representative.

Healthcare Reform Resources

Blue Cross & Blue Shield of Rhode Island
bcbsri.com/healthcarereform

HealthSource RI
healthsourceri.com

U.S. Government
healthcare.gov



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