

Small Group Health Coverage Options: Renewal in Existing Pre-2014 Plans (Grandmothering) or Selection of 2014 ACA Plan Designs

Special Announcement for Producer Use Only

The Department of Health and Human Services and Pennsylvania Insurance Department recently announced that insurance carriers would be given the option to renew small group health coverage in existing, pre-2014 health policies. Highmark will make this option available to small groups with renewal dates between July 1 and December 1, 2014.

These groups will have the option to renew current, pre-2014 coverage or move to a new 2014 ACA product. There are important considerations for both choices.

GROUPS KEEPING EXISTING COVERAGE – AKA “GRANDMOTHERING”

- May automatically renew current coverage with no changes to employee benefits.
- May modify existing coverage to another pre-2014 plan option or design within Highmark’s 2013 Small Group product portfolio.
 - May move to the Community Blue product within the same product type (ie, PPO to Community Blue PPO or QHDHP to Community Blue QHDHP)
 - May change plans within the same product type (i.e. PPO to PPO, QHDHP to QHDHP).
 - Must submit an updated Small Group Business Application (SGBA) by the deadline (15th of the month prior to renewal date).
- Group numbers will remain the same.

GROUPS MOVING TO A 2014 ACA PRODUCT

- Need to submit an updated Small Group Business Application (SGBA) by the deadline (15th of the month prior to renewal date).
- May select from any 2014 ACA product.
- Group numbers will change.
 - Additional group numbers will be issued for any group with a Blue branded vision and/or dental benefit.

Other Important Considerations

RENEWAL NOTICES WILL INCLUDE BOTH EXISTING AND 2014 ACA PLAN INFORMATION.

- Current coverage choices – with the tier rate and percentage change for each plan.
- 2014 ACA plan choices – with the census data and the estimated total monthly premium.
 - Producers may see these details by downloading the book of business report from the portal.

MOVING FORWARD

- Once a group terminates an existing pre-2014 policy and purchases a 2014 ACA plan, that group may not return to the prior policy or coverage.
- Any new business submissions must be enrolled in a 2014 ACA plan. This includes groups electing SHOP plans.

PRODUCERS MUST CONFIRM PLAN ELECTIONS FOR THEIR BOOK OF BUSINESS EACH RENEWAL MONTH.

- Need to state if groups will renew current coverage, move to a 2014 ACA plan, or terminate.
- Highmark will provide Producers with a list of their book of business for this purpose each month.



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