



EMPLOYER/AGENT ALERT

COVID-19 ELIGIBILITY AND MID-YEAR PLAN CHANGE EXCEPTIONS FOR FULLY INSURED LARGE AND SMALL EMPLOYERS JUNE 24, 2020

SELECTHEALTH CONTINUES TO EVALUATE COVID-19 IMPACTS ON EMPLOYER HEALTH PLANS. AS WE DO, THE EXCEPTIONS DESCRIBED IN THIS DOCUMENT WILL REMAIN VALID. WE WILL PROVIDE 30-DAYS NOTICE PRIOR TO DISCONTINUATION.

	Question	Answer
Eligibility	For currently covered employees whose hours are decreased or are furloughed but retain their benefits, will SelectHealth allow its employer clients to eliminate their minimum hourly requirements, so those employees can stay on the plan longer? If so, will this impact rates?	SelectHealth previously communicated that covered employees whose hours are impacted by COVID-19 could remain fully covered for up to 90 days (from when hours are reduced below the minimum normally required). This timeframe is extended from 90 to 180 days with no impact to rates if the current employer contributions toward premium continues. This means that employees who are furloughed or who fall below benefit-eligible hours can remain on the plan 180 days if the loss occurs during our COVID-relief period. We will give 30-days advance notice before this relief period ends. As noted before, continued coverage will also be available if required for compliance with the ACA.
	If COVID-19-related layoffs cause loss of coverage, and employees are later reinstated, will SelectHealth allow them to re-enroll in the employer plan without a waiting period?	If the layoff is because of COVID-19, the standard rehire period can be extended to 180 days without a waiting period or potentially longer based on the evolving situation.
Mid-Year Plan Changes	Will SelectHealth allow employees the opportunity to switch to a less-expensive plan?	Yes, SelectHealth will allow plan option enrollment changes for this purpose. However, employees who choose this option should know they will not be able to make another plan change (i.e., switch back to a more expensive plan later in the year) until the next open enrollment. Employers should consult with advisors regarding any impact to pre-tax contributions in light of Section 125 guidelines.
	Will SelectHealth allow employers to change their renewal date in order to switch their plan offerings to less-expensive plans?	There may be opportunities to change your renewal date. Employers and Agents should contact their SelectHealth Account Manager.

The information and updates contained in this communication reflect current knowledge and policy for the date indicated. Information evolves on a day-to-day basis during the COVID-19 pandemic. SelectHealth will provide updates with additional information as it becomes available from providers, state officials, federal officials, etc. The employer/plan sponsor should consider other possible consequences plan changes may cause, such as tax implications and the need to revise plan documents.