



Health Care Reform

What It Means for Employers

2010

- All insurance carriers must cover young adults until the end of the year in which they turn 26 for renewals after 9/23/10
- Insurers cannot impose pre-existing conditions for children
- High risk pools will be established by the Federal Government
- Early retiree subsidy program begins in earnest
- Medicare Part D beneficiaries will receive a \$250 rebate when entering the coverage gap ("donut hole")
- Small employer tax credit for those employers with less than 25 full time equivalent employees whose annual wage is less than \$50,000
- New website launched for future insurance exchange: www.HealthCare.gov

2011

- Grants for wellness programs
- Employees automatically enrolled in Community Living Assistance Services and Supports (CLASS) long-term care program, unless they opt out
- Insurers must spend at least 80% of premiums on medical services - new MLR
- OTC drugs no longer eligible expenses for FSAs, HRAs, or HSAs
- All health plans will have lifetime maximum benefits
- Essential benefits such as physical, speech, occupational therapy, chiropractic services will have no annual limits
- No referrals to see an OBGYN regardless of the type of health insurance
- Preventive care services paid at 100% with no co-pays or deductibles
- Medicare Part D enrollees get 50% discount on prescription drugs when in the coverage gap ("donut hole")

2012 - 2013

- Medicare payroll taxes rise to 2.35% for those earning \$200,000 (\$250,000 for families)
- Limits Flexible Spending Account (FSA) contributions to \$2,500 per year

2014

- State based exchange program implemented to compete with private health insurance industry
- Insurers cannot refuse to sell or renew policies, deny coverage for pre-existing conditions
- Individual mandate requires all Americans to buy coverage or pay a fine of \$95. Penalties increase each year
- Prohibition on deductibles over \$2,000
- New taxes built into premium costs

2018

- High-cost insurance tax - 40% on Single coverage over \$10,200 and family coverage over \$27,500

2020

- Prescription drug coverage gap ("donut hole") eliminated for Medicare beneficiaries



212 Main St
Narrows, Virginia 24124

2840 G-Hershberger Rd
Roanoke, Virginia 24017

PHONE (540) 726-8008 or (540) 563-1005
TOLL FREE (888) 686-3741
FAX (540) 726-8388
E-MAIL burman@munerisbenefits.com
WEBSITE <http://www.munerisbenefits.com>