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The David Agency Gazette

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FINANCIAL TIMES

Your source for life, health, dental, disability, IRA, annuities, group major medical and more.

A Passport to Success

The David Agency presents Healthcare Reform.

On October 20, 2010, David Enk, MBA of The David Agency presented the Timeline of expected changes in Healthcare coverage, and Premium due to the United States Patient Protection and Affordable Care Act of 2010. This was done at the Multi-Chamber Event at the Diplomat in Elmhurst with the Elmhurst Chamber of Commerce and Industry, Addison Chamber of Commerce and Industry, Villa Park Chamber of Commerce and the Bensenville Chamber of Commerce.



Following is the timeline presented.

HEALTH REFORM IMPLEMENTATION TIMELINE



The David Agency
Insurance, Inc

- I. **In Place Now (Effective Plan Years Beginning on or After 9/23/10)**
 - A. Automatic Enrollment
 - B. Temporary Retiree Reinsurance Program
 - C. High Risk Pool
 - D. Adult Children Covered to Age 26 / No Preexisting Condition Exclusions for Enrollees Under Age 19
 - E. Restricted Annual Limits and No Lifetime Limits on Essential Benefits
 - F. No Rescissions (for individual and small group coverages)
 - G. First Dollar Coverage for Preventive Care*
 - H. Revised Appeals Process*
 - I. Non-Discrimination Rules Extended to Insured Plans*
 - J. Emergency Services Without Prior Authorization Treated as In-Network*
 - K. Choice of Providers (Pediatrician and OB/GYN) *
- * Applies to non-grandfathered plans only. Grandfathered plans are exempt until the status is lost.
- II. **Effective January 1, 2011**
 - A. No Reimbursement for OTC Drugs Unless Prescribed
 - B. W-2 Reporting of Value of Benefits (for W-2 Issued in Jan. 2012 w/ Respect to 2011)
 - C. Long Term Care Program
 - D. Increased Penalty for Non-Medical HSA Withdrawals
- III. **Effective March 23, 2012**
 - A. Uniform Explanation of Coverage
 - B. 4-Page Pre-Enrollment Coverage Document Sent Outlining Benefits & Exclusions
 - C. 60-Day Notice in Advance of Material Modifications
- IV. **Effective January 1, 2013**
 - A. Medicare Tax Increase for High-Earners
 - B. No Deduction for Retiree Drug Subsidy
 - C. Cap on Salary Reduction Health FSA Contributions (\$2,500 Limit)
 - D. Comparative Effectiveness Fee (Policy Years Ending After November 30,2010)
- V. **Effective March 1, 2013**
 - A. Employer Notification Regarding Exchanges
- VI. **Effective January 1, 2014**
 - A. State-Based Exchanges
 - B. Free Rider Penalty
 - C. No Preexisting Condition Exclusions
 - D. Employer Certification of Coverage
 - E. Increased Wellness Program Initiatives (from 20%-30%)
 - F. Employer Notification Regarding Exchanges
 - G. Individual Mandate
 - H. Free Choice Vouchers
 - I. No Annual Limits
 - J. Required Coverage for Clinical Trials for Life-Threatening Diseases
 - K. 90-Day Limit on Waiting Periods
 - L. Retiree Reinsurance Program Ends if Money Has Not Already Run Out