



# Get to Know the Health Reform Law: How It Will Impact You and Your Business

**Can You Keep the Health Insurance Plan You Have?**

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## History of the Patient Protection and Affordable Care Act (ACA)

- Signed into law by President Obama on March 23, 2010
  - Passed the U.S. Senate on December 24, 2009, passed by reconciliation (needed only 51 votes)
  - Passed the U.S. House of Representatives on March 21, 2010



## Do I Have a Grandfathered Plan?

- Did you have your current health insurance plan on/before March 23, 2010?
  - Have you been continuously covered on that specific health insurance plan?
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- If you answered YES, your current plan meets the minimum requirements to be recognized as a “Grandfathered Plan”

## How Does a Grandfathered Plan Differ?

- A Grandfathered health plan is not required to comply with all of the coverage requirements of the ACA, including:
  - Essential Health Benefits coverage (10 areas)
  - Adhere to the process for appealing claims and coverage denial
  - Require access to broader selection of primary care physicians, OB-GYN coverage, or access to out-of-network emergency room services.



## Grandfathered Individual Plans

- If you hold an individual health insurance plan (not employer sponsored) since March 23, 2010, your health insurance plan is exempt from the following ACA requirements:
  - Phase out annual dollar limits on key benefits
  - Elimination of pre-existing exclusions for children under 19 yrs old

## All Health Insurance Plans Must....

- Employer sponsored and individuals health insurance plans, even if they are grandfathered, must adhere to the following ACA requirements:
  - Prohibited from applying lifetime dollar limits to key health benefits
  - Cannot cancel insurance coverage due to an honest mistake
  - Requires dependent adult children until 26yrs
    - Grandfathered plans are not required to comply until 2014 if the adult child is eligible for group coverage outside of their parent's plan.



## Grandfathered Plans Will Face Scrutiny

- Plans can lose their grandfathered status if they:
  - Cut or reduce benefits
  - Raise co-insurance charges (Grandfathered plans cannot increase fixed percentages)
  - Significantly raise co-payment charges (the ACA provides a strict formula tied to medical inflation as to a reasonable increase in prices that plans must follow)
  - Raise deductibles by more than legally allowed by the ACA (again, tied to medical inflation)
  - In the case of an employer sponsored plan, lower the amount paid by the employer
  - Decrease annual dollar limits

## Individual Mandate

- Question:
  - Does enrollment in a Grandfathered health insurance plan meet the individual mandate requirement?
    - Yes
- Question:
  - To secure all of the benefits of the ACA, do I have to drop my current plan and move-into the Exchange market?
    - Yes





## Additional Questions? Ask The Experts!

- NASE members have the opportunity to utilize our health reform experts via our “Ask the Experts” membership benefit:
  - You can submit written questions and receive invaluable advice!
    - [Ask an Expert, today!](#)
- Also, our “Your Voice in D.C.” has the latest news on the health care reform act!
  - [Check it out today!](#)



## **Final Webinar in Our Series**

# ***Health Reform Law and the 2012 Presidential Election***

*Wednesday, October 17, 2012*  
*2:00pm EST*