

HealthCare Reform Frequently Asked Questions

When will I start seeing changes to my plan?

Many changes will happen the first time your plan is renewed after September 23, 2010. Some of these changes include:

- Parents can keep their children on their plan until they turn 26.
- There will be no limit on the amount of in-network health care coverage you can get in your lifetime on most benefits.
- Preventive care will be covered at 100% in network, meaning you won't have to pay anything out of your pocket if you use a provider in the network.

Some of these changes may be different if you are on a plan that is considered 'grandfathered.' Grandfathered plans do not have to comply with some aspects of health care reform.

What are the changes to my Health Savings Account (HSA)?

On January 1, 2011, changes in the federal law will impact your HSA. You can no longer use your HSA account to pay for over the counter medicines with a doctor's prescription. Over-the-Counter medicines include medicines you typically get without a prescription, including cold and allergy medicines and pain relievers, like aspirin.

What if I want to continue to buy over the counter medicines with my HSA money?

Starting on January 1, 2011, if you purchase an over the counter medicine with a prescription, you should:

- Pay for the medicine as you normally would with the cashier. You do not need to ask for it at the pharmacy window and you cannot use your debit card.
- To be reimbursed from your HSA account for the over the counter medicine, you will need your receipt along with the prescription from your doctor

You can obtain or learn more information about these changes on the Internal Revenue Service (IRS) Questions and Answers.

What is a “grandfathered” plan?

You may hear this term in reference to healthcare reform. Generally, a grandfathered plan is a plan that was in existence on March 23, 2010. A grandfathered plan is exempt from certain parts of health care reform. For example, a grandfathered plan does not have to cover preventive care at 100% so you may have to pay for part of the cost.

When can I add a child that is under age to my plan?

You can add your dependent children the first time your plan renews after September 23, 2010. Your employer is required to offer you a 30-day opportunity to enroll your dependents.

Are there any situations where I cannot add a child that is under age 26 years old to my plan?

Generally, if your plan offers dependent coverage, you can add your children onto the plan regardless of whether they are financially dependent on you, live with you, are a student or are married. If your employer offers a grandfathered

plan, your child cannot come on to the plan if he or she is eligible for coverage through another employer-sponsored plan.

What is imputed income and how does it relate to my dependent's benefits?

Imputed income is a tax concept. When an employer-sponsored plan provides coverage for a dependent that does not meet the definition of a dependent under federal or local tax law, then there are income tax implications for the policyholder. If you think this may affect you, please consult with your tax advisor.

What if I previously reached my lifetime limit?

If you previously reached your lifetime limit on your health plan benefits, beginning the first time your plan is renewed after September 23, 2010, you will be able to get health care benefits from your employer again (as long as you are still eligible). Your employer is required to provide you with a 30 day opportunity to enroll.

Will the limits on the amount of coverage I can get per year go away?

Yes, by 2014 you will not have a limit on the amount of coverage you can get per year on most benefits.

Can there be pre-existing exclusions for children?

No, beginning the first time your plan renews after September 23, 2010, your plan cannot limit coverage because of a pre-existing condition for a child on your plan who is under age 19. In addition, beginning 2014, no pre-existing conditions can be placed on any member regardless of age.

How can I get the latest information on health care reform?

We encourage you to check NetCare's website often for updated information.

You can also view the federal government's official health care reform website at

www.healthcare.gov