



Health Plans:

KNOW WHEN TO

HOLD'EM

KNOW WHEN TO

FOLD'EM

eHealth®

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Know when to hold'm, Know when to fold'm

At eHealth your health insurance is important to us. We've put together this eBook to help you make the best decision for your health coverage.

As a result of the Affordable Care Act, individuals who purchased their health plan before 2014 may have a health plan that is discontinuing sometime this year. This eBook was created to help you know what kind of plan you have, how or if you'll be affected and what to do next.

What's Inside

3 Classes of Major Medical
Health Insurance Plans

4

Why, How, & When

6

If you like your plan, can you keep it?

You may have major medical health insurance today, but do you know if it needs to change in 2015?

When the Affordable Care Act (ACA) was signed into law, it effectively created

3

classes of individually-purchased major medical health insurance plans:

1. Grandfathered Plans:

Health insurance plans that were in effect before March 23, 2010 - when the ACA was signed into law. If you have one of these, you have a grandfathered plan. These plans do not have to meet all the requirements of the law (unless the plan's coverage has changed significantly since you purchased it).

2. Non-grandfathered Plans:

If you bought major medical health insurance after March 23, 2010, with coverage in effect before January 1, 2014 you have a non-grandfathered plan. You bought this plan during the transition to a federally regulated individual health insurance market. All non-grandfathered plans meet some of the new benefit standards required by the ACA, and some plans include them all. Plans that don't meet all of the new benefit standards may need to be updated at some point in 2014, 2015, 2016 or 2017.

3. New Plans:

If you bought an individual or family health insurance with an effective coverage date of January 1, 2014 or later, your plan meets all of the mandatory benefits required by ACA.

Here's how the three types of plans differ:

Mandated Plan Benefits	Grandfathered Plans	Non-grandfathered Plans	New Plans
Access to Lost Coverage Due to Exceeded Limits: Those who lost coverage after exceeding a policy's lifetime limit may re-enroll in the same plan or one comparable.	✓	NA	NA
Lifetime Coverage Limits: No lifetime dollar limits on essential benefits.	✓	✓	✓
Rescission Protection: Insurers cannot rescind coverage unless intentional fraud is committed.	✓	✓	✓
Rescission Appeals: If insurers try to rescind coverage, customers have thirty days to appeal.	✓	✓	✓
Children up to age 25: Adults under 26 may rejoin a parent's plan under certain circumstances.	✓	✓	✓
No Annual Coverage Limits: Annual dollar limits on coverage go away.	✗	✓	✓
No Cost-sharing for Preventive Services: Insurers are required to cover certain preventive medical services without cost-sharing.	✗	✓	✓
Community Rating: Plans are no longer priced individually, based on a person's health.	✗	✗	✓
Guaranteed Issue: An individual's application for insurance can't be declined because of a pre-existing medical condition.	✗	✗	✓
Essential Health Benefits: Each plan must cover health benefits in ten categories deemed to be essential.	✗	✗	✓
Actuarial Values: Plans cover at least 60% of the total average annual costs an insurer expects to incur per customer.	✗	✗	✓

Required: ✓ Not Required: ✗

What do you need to know if you're a "Non-grandfathered" policyholder

Although the timing is uncertain, the new health care law requires non-grandfathered plans to be updated to the new benefits standards at some point. The table below outlines why, how and when some people in non-grandfathered plans may need to update their coverage:



Why might you need to change this plan?

Does Not Cover All Essential Health Benefits

Starting in 2014, people on a Non-Grandfathered plan that does not cover all 10 essential health benefits may not be exempt from the individual mandate tax described above.

Does Not Meet Actuarial Value Requirements

Starting in 2014, all non-grandfathered plans must cover at least 60% of the total average annual costs an insurer expects to incur per customer. If a plan doesn't cover at least 60% of the actuarial value, it may need to be updated for policyholders to avoid the individual mandate tax.



How will your plan be changed?

Passive Reenrollment

Some insurers may choose to proactively move customers to new plans that meet Affordable Care Act requirements, without requiring a signature or active reenrollment into a new plan.

Active Reenrollment

Some insurers may require customers to actively opt into a new plan, which may even include acquiring new signatures.

Active Communication, Non-Enrollment

Although many insurance companies are allowing customers to keep their existing plans as long as possible, current law only allows those plans to stay in place until 2017, at the latest.



When will your plan be changed?

During the Open Enrollment Period

Some insurers may use passive reenrollment or active reenrollment to transition people from non-grandfathered plans to new plans between November 15, 2014 and February 15, 2015. This four month open enrollment period has been put in place because 2014 was the first year that major provisions of the law went into effect. But, changes to the law allowed some consumers to keep their plans for an extended period of time.

On a Plan's Renewal Date/Anniversary

Some insurers may seek to conduct an active or passive reenrollment when that plan is up for renewal. Adoption of this approach may vary from insurer-to-insurer and from state-to-state*, based in part upon that state's regulations.

* With changes to the legislation, in some states and with some insurers, a plan bought as late as December of 2013 could remain in effect with 2013 benefits until 2017.

We hope you learned something about what kind of a health plan you have, and what your next steps are. Please feel free to share this book with friends or relatives and when you're ready to explore your health insurance options and enroll in coverage, visit us at www.eHealth.com

**Individuals & Families
Health Plan:**

1-800-977-8860

Mon - Fri, 5am-9pm PST.

Sat - Sun, 7am- 4pm PST.

(excluding holidays)

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