

THE LOCAL CHOICE E-NEWS

Department of Human Resource Management
State and Local Health Benefits Programs

September 1, 2015

Employee Assistance Program (EAP) Resources Updated

Your health plan's EAP is here to assist employees with life issues, whether personal, family, legal or financial. Two updated resources are now offered to TLC member groups to help employees, covered dependents and those living in their household deal with stressful or unexpected events.

EAP Workshop Catalog

Free Employee Assistance Program (EAP) onsite workshops are available to all employees regardless of their health plan enrollment. Workshops are conducted at your location by a professional trainer. Each employer may choose from more than 145 topics.

EAP Manager's Manual

The new EAP Manager's Manual is your guide for handling a Critical Incident Response (CIR), scheduling EAP training and workshop services, accessing management consultation services, or becoming aware of behavioral warning signs in the workplace.

Both the EAP Onsite Workshops Catalog and EAP Manager's Manual may be found at www.AnthemEAP.com by logging onto the site with the password "Commonwealth of Virginia," selecting The Local Choice and then Manager tools under the blue banner. These materials also are available at www.anthem.com/tlc under the Benefits tab.

Same-Sex Marriage Process for TLC Groups

The eligibility definition for a spouse under The Local Choice Health Benefits Program requires that a marriage be recognized as legal in the Commonwealth of Virginia. With the June 26, 2015 U.S. Supreme Court ruling, same-sex marriages are now legal in all 50 states and the District of Columbia.

Prior to the high court's June ruling, 39 states and the District of Columbia recognized same-sex marriages. Virginia's effective date was October 6, 2014. Because of the multiple effective dates governing the legalization of same-sex marriages, you have been required to submit documentation before we could key the data.

Effective immediately, TLC groups will no longer have to submit documentation to TLC for marriages performed in the USA after June 26, 2015. You must still have valid documentation of a certified, official marriage certificate registered in the applicable jurisdiction in your files in order for a spouse to be covered.

In the case of marriages performed outside of Virginia prior to June 26, 2015, you must ensure the marriage was considered legal based on that state's recognition of same-sex marriages. If you are unsure whether the spouse can be covered based on the documentation provided, contact TLC for guidance.

Make Appointments with a Doctor Online!

Employees enrolled in Key Advantage and TLC HDHP can now have a one-on-one visit with a doctor using a mobile device or computer with a webcam – any time, 24 hours a day. Depending on the plan, the cost is the same or less than a primary care physician visit. Some of the most common conditions that can be treated through an online physician are cold and flu symptoms including cough, fever and headache, sinus and ear infections, and allergies.

LiveHealth Online has a broad network of board-certified doctors who average 15 years of experience practicing medicine and are specially trained to provide online visits. Plan members can choose the doctor that's right for them and begin their consultation in minutes. In Virginia and several other states who allow it by law, the doctor can also call in a prescription at the pharmacy of choice to treat specific conditions.

To get started, members may sign up at livehealthonline.com, or download the app to their smartphone or tablet.

Online materials will be available soon on the home page of the TLC website and at www.anthem.com/tlc.

Please do not reply to this e-mail. You may send inquiries to the Office of Health Benefits mailbox at tlc@dhrm.virginia.gov