

THE LOCAL CHOICE E-NEWS

Department of Human Resource Management State and Local Health Benefits Programs

March 18, 2013

Upcoming Affordable Care Act (ACA) Milestones

We are well on our way to compliance with the ACA. In the next few months there are two issues that you may need to address.

- **The Employer Mandate**

- Large employers (50+ employees) must provide coverage for full time employees or pay a penalty.
- You may have to adjust your definition of full time employees to include all those working 30 hours or more per week average on a monthly basis. If you have variable hourly or seasonal employees you may want to utilize a look-back/stability period safe harbor method of accounting for who are and who are not full time employees. Compliance for TLC groups must begin on July 1 or October 1, 2014 depending on your plan anniversary date.
- There will be IRS reporting requirements.

- **Required Employee Notice about Availability of Exchanges**

- Delayed until Late Summer or Early Fall

ACA Information is available at:

- <http://www.dol.gov/ebsa/faqs/faq-aca.html>
- www.Anthem.com – click Health Care Reform

TLC cannot give formal advice. We are not attorneys, accountants or paid advisors. Each TLC group is responsible for their non-compliance penalties. Please consult your advisors.

Reminder! Updated Employer Data Sheet for TLC Renewal

Please use the Employer Data Sheet sent to you in the TLC E-News dated February 22 to complete your TLC renewal. The data sheet originally included in Section 2 of the renewal binders does not have all of the information that we need to complete migration to the Benefits Eligibility System (BES).

Visit <http://www.thelocalchoice.virginia.gov/communications/enewslist.html> and complete the Employer Data Sheet there instead of the one in Section 2 of your renewal binder and return to Walt Norman at DHRM **before April 1, 2013**. If you have any questions, please call (804) 786-6460 or send an email to walter.norman@dhrm.virginia.gov.

TLC Key Advantage Prescription Drug Refills

As you know, Anthem will be administering the Key Advantage prescription drug program effective July 1, 2013 and October 1, 2013 for some school groups. See important information below on the procedure for employees with prescriptions now with Medco/ESI mail order who may need refills.

- **Refills:** Anthem can transfer from Medco/ESI mail order *only active prescriptions with refills remaining*. Expired prescriptions, controlled drugs which require an actual prescription with each refill, or prescriptions with no refills remaining are not transferable. Even though open and active prescriptions will be transferred, members will still need to contact the Anthem home delivery pharmacy to initiate the order and provide payment information. For your financial security, we will not transfer payment authorizations. If a member thinks they have refills remaining and do not, Anthem will work to help them contact their physician for a new prescription.
- **Prior Authorizations:** Anthem will accept current prior authorizations for one year.
- **Step Therapy:** Anthem will accept current step therapy as long as the member has the medication filled within the first 90 days of the new plan year and does not go more than 6 months between refills in the future.

TLC Materials Order Form Posted Online

Please see the attached materials order form for the new plan year beginning July 1 or October 1, 2013. The form also is posted on the TLC Website at www.thelocalchoice.virginia.gov.