

BENEFITS NEWS

Talk to Your Benefits Consultant today about your WRAP DOCUMENT!

Insights from David Straight, President & CEO Benefits Network

Where is the Affordable Care Act headed?



When President Donald J. Trump took office on January 20 it became clear that he and Congress would follow through with his promise to repeal and replace Obamacare. Within hours of being inaugurated, President Trump signed an executive order that "Seeks to ease the burdens" of the ACA on any "State or a cost, fee, tax, penalty, or regulatory burden on individuals, families, healthcare providers, health insurers, patients, recipients of healthcare

Continued on Back Page

In the Spotlight



Casey Maschue

By his own definition, Casey Maschue doesn't consider himself "the typical insurance guy." He lives on a 120 acre farm, is an avid hunter and outdoorsman and most comfortable wearing jeans and boots to work.

Casey has lived in Somerset County his entire life except for the time he spent in Lock Haven attending college and a few years afterwards. The former Eagle Scout is still active in the Boy Scouts serving in district leadership and fundraising roles and accompanying scouts on monthly camping trips and High Adventure excursions throughout the country.

As Benefits Network's Regional Director of Consulting Services, Casey travels all over Southwestern Pennsylvania working with small businesses that average about 25 employees.

What are the Biggest Challenges Facing Small Businesses Today?

It all comes down to cost. My job is to help find insurance that is cost friendly to the employee and the employer. With double digit percent increases in premiums we have to find new ways to keep costs down. Benefits Network can offer a complete suite of services like Health Reimbursement Arrangements

Continued on Back Page

Where is the ACA Headed?

services, purchasers of health insurance, or makers of medical devices, products, or medications.”

The action begins the process of unraveling the ACA and has led to an uproar around the country and a number of questions from Benefits Network clients.

Our response is: **Until there is a clear**

directive from the government, the ACA remains the law of the land. Our advice is continue to comply with regulations.



David Straight

plan and use the administration’s regulatory authority to stabilize the health insurance market.

A number of Senate bills have been introduced some of which would scrap the ACA’s taxes and much of the law’s individual and employer mandates while others

would retain the ACA mandates of guaranteed issue, mental health coverage, prohibitions on pre-existing condition exclusion and annual and

Until there is a clear directive from the government, the ACA remains the law of the land. Our advice is continue to comply with regulations.

Developments with the ACA have been very fluid and much of the projected change is still speculation. Trump has said he will wait to unveil his plans for the ACA until after his pick for the Department of Health and Human Services, Rep. Tom Price, is in place.

Congressional Republicans have issued plans to fast track the repeal of the law, pass a replacement

lifetime limits, and would continue to allow young adults to stay on their parents plan until age 26.

Be assured, as the process of “Repeal and Replace” evolves, Benefits Network will continue to be a resource for your organization. You will hear from us frequently and we will always have your best interest with our advice.

ERISA Law requires an updated Plan Document

If you have made changes to your healthcare benefits in the last quarter, you will also need to update your Wrap Document. Even though many ACA compliance rules will change under the new administration, ERISA law will still require that an employer have an updated plan document.

If you made changes to your insurance carrier, deductible or even plan network, talk to your Benefits Network Consultant about updating your plan document. If you do not have a Wrap Document currently, we highly recommend that you obtain one either through your legal counsel or by requesting information about Wrap Document Setup from your Benefits Network Consultant.

In the Spotlight

(HRA) and Flexible Spending Accounts (FSA) and COBRA Administration. If a company ultimately decides it can’t afford to offer a group health plan because of the dollars, we can work with employees directly to find them affordable insurance.

What Other Ways Can You Help Companies Save Money?

Benefits Network recently entered into a strategic partnership forming AmeriSolve. Working with AmeriServ Financial Bank and CTR Human Capital Management we can help businesses of any size streamline their operations with business banking, payroll and human resources, benefit administration and more.

How Can You Help Companies Deal with Anticipated Post-Election Changes Coming with the Affordable Care Act?

No matter what changes occur I know we will be able to help. Working as a team, Benefits Network has the tools, the knowledge and the commitment to help our clients stay compliant with the law. No matter what the government throws at us we will be able to help our clients.

Helping employees plan for retirement and Medicare

If you have employees who are turning 65 and will become Medicare eligible or who are planning for retirement we can help ease their transition. Moving from your group health plan and signing up for Medicare for the first time can be complicated and overwhelming.

The first Medicare enrollment period is the most important. Decisions made with the initial enrollment period can affect the overall cost and coverage for the lifetime of a person’s Medicare Coverage.

We will be glad to meet with your employees in a group or one-on-one depending on what works best for you. Contact your Benefits Consultant to talk about this benefit we can provide to your employees.