



## SB 89 Changes State Continuation Laws

On June 23, 2011, Senate Bill 89-B passed, which makes several changes to Oregon's Insurance Code (in conjunction with the Affordable Care Act / Health Care Reform).

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### Who does this impact?

Oregon employer groups with 19 or fewer employees, or churches (i.e. all those who are not subject to COBRA).

### What are the changes?

- 1) Spouses and dependents of an affected employee can now **independently** elect state continuation if they lose coverage **due to a qualifying event**, even if the employee is ineligible or does not elect continuation.
- 2) The list of qualifying events now include an employee becoming eligible for Medicare, and a qualified beneficiary losing dependent child status under the covered person's group health insurance policy.
- 3) **Insurers** are required to provide notification and certain documents to an employee and eligible dependents. Employers may also provide notification, **but it is now the carrier's responsibility.**

### What is the timeline for implementing these changes?

Regulations concerning the new state continuation of coverage law are not finalized. The insurance carriers are working diligently to adjust their current administrative processes to accommodate these changes. Employers should continue to provide these notices until these new systems are in place to ensure employees and their dependents are provided proper notification of continuation rights in a timely manner. When additional information becomes available, we will provide an update accordingly.

If you have questions about a specific eligibility or continuation issue, contact the respective insurance company or our office for assistance.

*Doing business the "old fashioned, personal way".*

*Please contact our office for a thoughtful conversation, to discuss ways to save your plan money, or with any questions you may have. We're here to help!*