Introducing the new health care program for BX members

To help small businesses with cost-saving health coverage options, the Builders Exchange has joined the Southern Ohio Chamber Alliance (SOCA). BX members now have access to SOCA’s health program which can lead to greater rate stability, and is a smart solution that offers potential savings for groups with 50 or fewer employees. SOCA and Anthem Blue Cross and Blue Shield administer this plan and provide stop loss coverage.

This self-funded medical offering, the SOCA Benefit Plan, is a Multiple Employer Welfare Arrangement (MEWA). MEWAs enable smaller employers to join together to share in the overall claims risk. By being part of a larger, self-funded pool, employers have financial protection backed by Anthem’s stop loss coverage.

In addition to financial protection, this innovative alternative offers:

- Competitive rates
- Fixed, predictable monthly payments
- A variety of plan designs
- Anthem’s broad Blue Access PPO Network and Essential Rx Formulary
- Coverage for claims run-out/terminal liability coverage

To top it off, wellness offerings have been added so your employees can benefit from the investment in them even more. There are also ancillary products only available to employers participating in the SOCA Benefit Plan, including dental, vision, life, optional life and disability plans at specially discounted rates.
We’ve got you covered with exceptional health and wellness programs.

- **24/7 NurseLine**: Toll-free 24/7 phone support to give your employees round-the-clock answers to health questions.
- **Autism Spectrum Disorder Program**: Helps connect your employees with licensed behavioral analysts who work with children on the spectrum.
- **Behavioral Health**: Your employees’ emotional well-being is as important as their physical well-being for your organization’s ability to stay competitive. Employees who are dealing with depression, anxiety, stress or substance abuse need help. The Behavioral Health program is integrated with the health plans and includes an extensive network of psychiatrists, social workers and residential treatment centers.
- **Case Management**: Following a major hospitalization, your employees may feel overwhelmed about how to get back to work and life. That’s where our nurse care managers come in. These nurses can help coordinate discharge instructions, follow-up care and in-home care.
- **Complex Care**: Identifies, engages and supports employees and their covered dependents living with one or more complex health issues that could lead to costly, long-term care.
- **Condition Care**: Identifies, engages and supports employees and their covered dependents living with one or more chronic conditions, including asthma, diabetes, coronary artery disease, heart failure and chronic obstructive pulmonary disease.
- **ConditionCare End-State Renal Disease (ESRD)**: Care management program for employees who have end-state renal disease that aims to lower health care costs by helping employees follow their doctor’s care plans and prevent hospitalizations.
- **Future Moms**: Offers education and support to help your employees have a healthy pregnancy.
- **MyHealth Advantage**: Reviews your employees’ claims for opportunities to improve care, reduce health risks and save money.
- **Online Wellness Toolkit**: This set of tools can help your employees set and achieve their unique health goals.

Find out more today!

To learn more about this new BX member benefit, contact Stacy Sleeper at 614.486.9521 x219 or ssleeper@bx.org.
Who is eligible for the SOCA Benefit Plan?
The SOCA Benefit Plan is available to small businesses that have at least two employees enrolled on their medical plan and no more than 50 eligible. The business must be domiciled in Ohio, and must be a member in good standing with The Builders Exchange of Central Ohio.

What is a MEWA?
A MEWA is a multiple employer welfare arrangement. It is an employee welfare benefit plan, trust or other arrangement that is established or maintained for the purpose of offering group insurance. It is governed by Trustees and By-Laws that satisfy the Ohio Department of Insurance (ODI) requirements.

How will the SOCA Benefit Plan pay our employees’ claims? Will they have the funds necessary?
The initial capital requirement of $500,000 has been satisfied. The ODI increased this requirement from $150,000 with the objective to protect consumers. There is quarterly adequate risk-based capital monitoring by the ODI of the Plan. In addition, Anthem is providing additional reinsurance protection under a quota share arrangement on top of the specific and aggregate stop loss coverage provided.

Who makes the decisions for the SOCA Benefit Plan?
The SOCA Benefit Plan Board of Trustees will be responsible for the oversight of the Plan and ensuring that the Plan complies with all applicable laws and regulations.

Can we join the SOCA Benefit Plan at any time during the year?
Yes, however, all participating employers in the SOCA Benefit Plan renew on May 1 every year.

Why would we choose a MEWA over an ACA policy?
This alternative self-funded solution could be a good fit for you for many reasons including:
- Competitive rates
- Rating methodology similar to pre-ACA rating
- Predictable, fixed monthly payments
- Protection of being part of a larger self-funded pool backed by Anthem’s stop loss
- Anthem’s broad Blue Access PPO network
- Flexibility in choice of benefit plans

Do we need to meet certain participation and contribution requirements?
Yes. At least 75% of the net eligible employees and a minimum of two employees must be covered under the Plan. The minimum employer contribution is at least 25% of the total cost for health benefits chosen in the event the employee has dependent benefits, and at least 50% of the total cost for health benefits in the event the employee has single benefits. If you contribute 100% of the premium equivalent, 100% of the net eligible employees must enroll.
How will my premium equivalent rate be determined?
There are multiple factors that impact your premium equivalent rate including:

- Medical history and expected risk of your employees’ future health claim
- Age and gender of your employees
- The number of employees enrolled on the benefit plan
- Where your company is located
- Benefits that are being offered

What components are included in my premium equivalent rate? Are there other amounts that we have to pay in addition to the premium equivalent rate?
Your premium equivalent rate covers expected claims, administrative expenses, taxes and assessments and stop loss premium. In addition, Builders Exchange of Central Ohio membership dues and product dues are required to be paid. These amounts are paid to the Builders Exchange and the SOCA Benefit Plan, respectively.

How will the annual renewal increase be determined?
An overall renewal increase needed for the SOCA Benefit Plan will be calculated based on a projection of the claims for the upcoming policy year for the entire SOCA Benefit Plan. Each participating employer’s specific claims history and risk profile, as well as any changes in the demographics and number of enrolled employees of the group.

Can we terminate our policy at any time?
During the policy period, you may only elect to withdraw from the MEWA as of the end of a calendar month by giving written notice at least 60 days prior to that date. At renewal time, you must give written notice at least 30 days in advance.

We currently have an Anthem Blue Cross and Blue Shield policy. Will our employees have to change their doctor?
The SOCA Benefit Plan uses Anthem Blue Cross and Blue Shield’s Blue Access health care provider network, one of the largest networks in the state. (It’s always wise to make sure doctors are in-network prior to any service using the “Find a Doctor” tool on anthem.com.)

Are dental, vision, life and disability options available?
Yes, participating employers in the SOCA Benefit Plan are eligible for discounted ancillary plans offered by Anthem. This includes dental, vision, life and disability. These are stand-alone, fully insured plans for which the participating employer contracts directly with Anthem.

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