

Employee Benefits Corporation | 2018 Year End Compliance Review Webinar

Webinar Title Q&A – the following questions were asked during the 2018 Year End Compliance Review-What's In Your Open Enrollment Tool Kit? Webinar session in November 2018

Q: Is the embedded deductible limit staying at \$2,700 for 2019?

A: The minimum deductible to be HSA compatible remains \$1,350 Single and \$2,700 Family for 2019, so an embedded deductible of \$2,700 would still keep the plan HSA compatible.

Q: Will the proposed 5500 schedule J also apply to self-funded health plans?

A: The proposed rules indicated that all health plans would need to file a Form 5500 with a Schedule J regardless of participation size. Keep in mind however, that this could change when final regulations are released.

Q: ERISA - Do all companies have to have this?

A: All employers regardless of the number of employees, except governmental entities and church plans are subject to ERISA if they offer health and welfare and/or retirement plans governed by ERISA.

Q: DOL - Labor Law posters - do these need to be posted in all offices even for the smaller companies say for 6 or less employees?

A: Please see the DOL website for the requirements <https://www.dol.gov/general/topics/posters> that fit your set of circumstances.

Q: Is there a way to sign up for compliance updates on the website?

A: Clients of Employee Benefits Corporation will periodically receive updates as it relates to their plan. Another good way to stay informed is periodically checking our Compliance Buzz postings on our website at <http://www.ebcflex.com/Education/ComplianceBuzz.aspx>

Q: Who is required to provide the CHIP notice? Are you required to provide if you offer health insurance?

A: Employers that maintain group health coverage in states that provide for premium assistance through Medicaid or CHIP must provide the notice annually before the start of each plan year.

The material provided in this Q&A is by Employee Benefits Corporation and is for general information purposes only. The information does not constitute legal advice and may not be relied upon by anyone as such.



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Q: If we have already closed open enrollment and submitted our elections, how do we handle the FSA increase?

A: An employer may elect to re-open open enrollment temporarily to allow for revisions to the elections. That might mean only approaching those that were at the old maximum of \$2,650 or notifying all of the employees that had elected the health care flexible spending account (FSA) during open enrollment. Anyone changing their election would submit a revised election in paper form, if any electronic methods of open enrollment are no longer available.

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