



Opening & Introductions:

The October meeting was held at Honors Hall. Klaus Weiswurm opened the meeting by welcoming members and guests.

Members present were: Alamo Worksource, Cemex, CTTC, Comal ISD, Detex, Edisto, FedEx Services, Great American Products, Hawkins Personnel, ITM, NB Chamber, NB Herald-Zeitung, NB Smokehouse, Star Manufacturing and TXI.

Guests present were: John Sommer & Larry Kennedy from SWBC, Don Kenton from Alamo Academies.

Officer's reports:

none

Committee Reports:

none

Featured program:

The featured program was a presentation and discussion from SWBC, insurance consultants. John and Larry from SWBC stated that the information being presented is not legal or tax advice. John went over a timeline of implementation for the new Health Care Reform legislation. A copy of the timeline is attached.

Some highlights of the health care legislation:

- A year end credit for health care is based on the business's tax return. The owner is omitted from the salary calculation and head count.
- Children up to 26 can be covered on family plans. Proof of student no longer required.
- Lifetime limits on insurance are no longer valid and annual limits will be disappearing.



- Exclusion of pre-existing conditions for all dependents under 19
- Pre-authorization requirements will be vanishing
- Effective 2011, Flexible and health Savings Account funds cannot be used for over the counter medication.
- Grandfathered plans – keep the same status unless the plan is changed
- New taxes imposed on indoor tanning and other activities.
- The tax on HSA for non-medical distributions will become 20%
- Health care reform will be a continual growing and changing process as phases are implemented.
- A good website for health care information is www.health.gov

John and Larry suggested that businesses have their agents perform loss run ratio studies 2 months before their current policies expire to determine the best new policy for employees.

Chamber Report:

none

CTTC Report:

none

Next Meeting:

The next meeting will be held on November 16 at 11:45am at Honors Hall. The scheduled program is Rep. Doug Miller.

Respectfully submitted by:
Paul Webber
Secretary/Treasurer 2010

Timeline

(Source Zywave, Inc.)

2010	2011	2013	2014	2015-2018
Health insurance policies that provide dependent coverage must make coverage available for dependents up to age 26	Voluntary long-term care insurance options available for adults who become disabled	Improvements on electronic exchange of health information to reduce paperwork, administrative burdens and costs	Individuals must obtain health insurance coverage or pay a penalty (some exemptions apply)	Health insurance provider fee imposed in 2015 and increased annually
Uninsured individuals with pre-existing conditions can obtain health insurance through a high risk health insurance pool program	Consumer rebates for excessive medical loss ratios	Annual health flexible savings account (FSA) contributions limited to \$2,500	Employers with 50 or more employees must offer coverage to their employees or pay a penalty	High-cost plan excise tax established in 2018
Affordable coverage will be identified by the HHS and a website will be established for residents of any state to locate coverage	Employers required to report health coverage costs on form W-2	Medicare Part D subsidy deduction eliminated	State health insurance exchanges to be established	
Reinsurance for covering early retirees will provide reimbursement for a portion of the cost of providing health insurance (program will end January 1, 2014)	"Qualified Medical Expenses" will conform to the definition used for the itemized tax deduction	Income threshold for claiming itemized deduction for medical expenses increased	Health insurance companies will not be able to discriminate against individuals based on health status	
Limits on lifetime dollar value of benefits for any individual covered by group or individual health insurance eliminated	Simple Cafeteria Plan will be created to provide small businesses an easier way to sponsor a cafeteria plan	Hospital insurance tax for high wage workers increased	Individual health care tax credits available for certain individuals	
Pre-existing condition exclusions will be eliminated for children	Medicare Part D discounts (50% discount on brand-name drugs)	Medical device excise tax established	Second phase of small business tax credit	
Group health plans and health insurance issuers offering group or individual health insurance coverage must cover preventive health services	Increase of taxes on withdrawals from HSAs (prior to age 65) and Archer MSAs which are not used for qualified medical expenses		Assessment of health insurance provider fee	
Rescissions in all new and existing plans will be prohibited in most cases; plan coverage may not be cancelled without prior notice to the enrollee	Free annual wellness visit for Medicare beneficiaries and elimination of cost sharing		No limits on annual dollar value of benefits for any individual covered by group or individual health insurance.	
Fully-insured group health plans must satisfy nondiscrimination rules regarding participation and benefit eligibility			Pre-existing condition health insurance exclusions eliminated for adults	
Employers must improve the appeals process for appeals of coverage determinations and claims				
Small business tax credit available				
Rebates for the Medicare Part D "Donut Hole" sent to eligible enrollees				
States may expand Medicaid eligibility				
Indoor tanning services tax imposed				