

May 2009

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Employer Update

from MEDICA.

[Total Health Management](#)[Employer Resources](#)[Member Resources](#)

Questions? Please contact your broker or Medica representative.

Small group administrator training - June 30

We'll walk you through the basics of ongoing administration, from how to get started to adding new employees, where to get your questions answered and more. We'll also share information about value-added resources for you and your employees.

Tuesday, June 30, 2009
8:30 a.m.-11:30 a.m.
Minnetonka, MN

For more information and to register, go to www.medicatraining.com.

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Wellness News: Why Organic? How do you decide whether buying organic should be a priority? This month's *Wellness News* provides the basics on what the term "organic" really means, the benefits of organic food and where to find it.

[Download Wellness News to share with your employees.](#)

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Small group enrollment and change forms improved

Based on feedback from our brokers, employers and members, we are revising some of our forms to make them easier to use and understand. We are starting by improving our small group forms.

The following forms have been revised:

- [New Small Group Enrollment Form](#) (For new groups in Minnesota, North Dakota and South Dakota)
- [Small Group Enrollment/Change/Cancellation Form](#) (For all states in our service area—Minnesota, North Dakota, South Dakota and Wisconsin.)

Please note that we have eliminated the Small Group Continuation Enrollment (COBRA) form and incorporated the information into our Small Group Enrollment/Change/Cancellation Form.

Please discard old forms and access our new forms on Medica.com under [Employer Forms](#). All completed forms should be sent to the address listed on each form to ensure prompt processing.

Look for information on new large group forms later this year.

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New laws for state continuation coverage

Minnesota, North Dakota, and South Dakota have passed laws which provide certain assistance-eligible individuals (AEIs) in these states a second chance to elect state continuation coverage and benefit from the 65% premium subsidy. The laws affect those who were involuntarily terminated from employment during the period of 9/1/08-2/16/09 and who either did not elect state continuation coverage when initially eligible or who had such coverage but discontinued it prior to 2/17/09. Wisconsin has not yet passed a similar law, Medica is monitoring the situation.

As a reminder, this impacts employer groups with fewer than 20 employees. Employer groups with 20 or more employees have separate premium subsidy administration guidelines. Refer to the premium subsidy information below to review those guidelines.

Small group employers should have already received letters outlining how Medica is assisting them with the premium subsidy, and new customers are also being contacted. The new legislation does not change this process. The member notification letters Medica is sending will include the new legislation information.

[View premium subsidy information.](#)

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Preventive health reminders coming in June

Preventive care is key to maintaining good health. At Medica, we encourage members to get the preventive care they need by sending annual personalized reminders called Checkup Checklists. Medica will be sending reminders to most members of fully insured groups in June.

The reminders provide a handy checklist of timelines for obtaining important tests, immunizations and screenings. Annual preventive health reminders for patients are consolidated into a single mailing and are customized based on each individual's claims history. Members also receive appointment reminder stickers printed with their name and personalized information, a strategy designed to increase readership and member follow-up.

To encourage members who have received all their recommended preventive services, Medica congratulates them on their Checkup Checklist for being up to date. General safety recommendations are also included with Checkup Checklists for all members.

A survey of members who received the Checkup Checklists in 2008 showed that 77% thought the reminders were helpful or very helpful and 61% were definitely or very likely to schedule the recommended services. This unique preventive health program was recognized by America's Health Insurance Plans (AHIP) in 2008 as an innovative health program.

New this month, Medica has created a new kit of promotional materials so that employers can easily promote the importance of preventive care to their employees.

[View sample Checkup Checklist.](#) | [Download preventive care promotional materials.](#)

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Employment law changes

At a recent Medica event, attorney Natalie Wyatt-Brown of the Minneapolis law firm of Oberman, Thompson and Segal, LLC gave a presentation highlighting important changes in employment law regarding the Family and Medical Leave Act, the Americans With Disabilities Act, the Fair Pay Act, the new COBRA subsidy and the recently introduced Employee Free Choice Act.

For more information about these changes, please visit the following Web sites:

- [United States Department of Labor](#)
- [U.S. Equal Employment Opportunity Commission](#)

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New pharmacy brochures available

Medica is continuously improving our process to provide clear, easy-to-understand information for our members. As part of this process, the multiple pharmacy brochures and forms that were provided in new member packets in the past will be replaced with one of two new pharmacy brochures:

- [Your Pharmacy Benefits--3 tier pharmacy benefit plans](#)
- [Your Pharmacy Benefits--HSA and 2-tier pharmacy benefit plans](#)

In addition, Medica will no longer provide printed copies of the following mail service pharmacy forms in the member packets. Members can download the forms at [Medica.com > Pharmacy > Member through Work > Mail Order Pharmacy Program](#) or request a form by calling Customer Service at the number on the back of their ID card.

[View BioScrip Mail Service Commercial Member Order Form.](#)

[View Walgreens Mail Service Registration and Prescription Order Form.](#)

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Medica groups are taking the Shape Up Challenge

Nearly 200 Medica customer groups are currently taking part in this year's Medica Shape Up Challenge, a friendly six-week competition that gives participants a chance to earn rewards for making healthy lifestyle choices both at home and at work.

Many Medica groups enjoy the Shape Up Challenge so much that they participate year after year, including 18 groups who recently received Medica's Shape Up Challenge five-year participation award.

"We greatly appreciate it and are glad to be part of the Shape Up Challenge—Medica makes it so easy for us to coordinate and take part in the program. Our employees love it too; over the past three years, it has quickly become our most popular wellness program."
— Shape Up Challenge Coordinator from Slumberland Furniture

If you missed this year's Shape Up Challenge be sure to give it a try next year, look for registration information in early 2010. You still have the opportunity to participate in two more health challenges in 2009. Watch the *Employer Update* for information on the Rate Your Plate Challenge (September 1-30, 2009) and the Chill Out Challenge (November 23-December 10, 2009).

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Super foods member mailing from Medica CallLink

Over the next month, many Medica members will be receiving the attached brochure highlighting the benefits of super foods. The brochure encourages members who want to learn more about super foods, to call Medica CallLink nurse line to request a free super foods recipe booklet.

[View super foods member mailing.](#) | [View super foods recipe booklet.](#)

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Health club reimbursement program adds locations

Fit ChoicesSM by Medica, our nationwide health club reimbursement program has added three new health club locations as of May 1:

- Grantsburg 24 Hour Fitness - Grantsburg, WI
- Total Balance - Fargo, ND
- The Training Room - Somerset, WI

By enrolling in a participating facility and working out at least 8 days per month, eligible Medica members receive a \$20 credit towards their monthly dues, up to \$240 per year.

[View participating fitness facilities.](#)

Fit Choices by Medica is included with fully insured plans; available for purchase by self-insured groups.

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