

August 2009

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Employer Update

from MEDICA.

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

Questions? Please contact your broker or Medica representative.

Group Administrator Training events

Join us for one of our upcoming training seminars. Our account management staff will walk you through the basics of enrollment and billing procedures, online Employer eServices, where to get your questions answered and more. A health and wellness expert will also discuss the programs available to support the health of employees and help them make the most of their health plan.

Sept. 16:
Small Group
Minnetonka, MN

Sept. 23:
Large and Small Group
Mankato, MN

Sept. 30:
Large Group

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New mental health law goes into effect 10/3/09

The Paul Wellstone and Pete Domenici Mental Health Parity and Addiction Equity Act, passed in October 2008, requires equal financial and treatment limit requirements for both physical and mental health/substance abuse benefits; such as copayments, deductibles and day/visit/dollar limits. The law also requires that plans have parity (equality) for out-of-network benefits.

This new federal law takes effect for plan years that begin on or after October 3, 2009. The impact to your Medica plan is outlined below.

Fully insured groups:

- All MN fully insured groups already comply with federal parity regulations due to state law requirements passed in 1995.
- ND, SD & WI: The standard benefit change grids will contain these changes and will be included in renewal proposals.

Self-insured groups:

- The law will impact these groups as they renew, and Medica will work with them to modify their benefit plans accordingly.

The 1996 Paul Wellstone and Pete Domenici Mental Health Parity law only required equal coverage for lifetime and annual dollar limits, and did not apply to benefits for substance abuse. This new federal law builds on that law by now banning differences in areas like copayments, deductibles and treatment limitations.

Please note that the federal regulations do not mandate coverage for mental health/substance abuse services, they only

Minnetonka, MN

Oct. 7:

Large and Small Group
St. Cloud, MN

Oct. 8:

Large and Small Group
Fargo, ND

Oct. 22:

Large and Small Group
Bismarck, ND

Small group training is designed for groups with 2-50 employees and large group training is for groups with 50+ employees.

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

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require parity if mental health/substance abuse benefits are covered.

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Schedule your worksite flu clinic

Each year, 5% to 20% of the U.S. population gets the flu¹, resulting in lost productivity and extra health costs. The best way to prevent the flu is by getting a flu vaccination each year. Medica's Worksite Flu Vaccine Program makes it easy to set up a flu clinic at your worksite. Worksite flu clinics may be scheduled as early as October 1, 2009.

Fully insured and self-insured employer groups are eligible to participate in the program. Costs for Medica members' flu shots are processed as routine preventive care. If you choose to use a vendor outside of the participating vendors, the claims will be paid based on the members' benefits for non-participating provider coverage.

[View more information and the list of participating vendors.](#)

Medica is closely monitoring the H1N1 (swine flu) situation and is prepared to respond to the pandemic should it impact our members. When an H1N1 vaccine becomes available, further information will be distributed in the *Employer Update*.

¹Centers for Disease Control and Prevention (www.cdc.gov)

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Medica and Fairview address health care costs

Medica and Fairview Health Services have initiated a unique partnership designed to introduce innovative ways to improve quality and patient experience, while reducing cost. This partnership has the potential to make a dramatic impact on how health care is delivered in the future.

"We concluded that the old approaches had pretty much run their course, that it was time for a new direction."

--David Tilford, CEO of Medica

"The only people who can redesign the way care is delivered are the people delivering the care. We are doing this work at Fairview, and I'm excited about the difference we're making for our patients, families and communities."

--Mark Eustis, CEO and President of Fairview

The agreement is a continuation of the work the organizations began last year. In 2008, Medica and Fairview agreed to pilot new clinical approaches designed to improve quality while lowering costs and have been sharing information. Last year, Medica enrollees assigned to a Fairview primary clinic had an annual total cost of care that was significantly below market average. Claims data included all covered medical services-primary and specialty care, hospitalizations, and pharmaceuticals.

Under the new agreement, Fairview will be able to earn performance-based payments tied to improvements in clinical quality and to managing the total cost of patient care. The new Medica and Fairview contract runs through July 2012.

[View Star Tribune feature article.](#)

[View Medica press release.](#)

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Changes to health and wellness resources on Medica.com

As part of our ongoing efforts to continuously improve services to our customers, we are making a number of changes to the Employers & Payers section on Medica.com. All health and wellness information for employers has been consolidated into one new section called "Health and Wellness." In this new section you'll find easy tools to engage your employees in health and wellness, plan work force activities, and many other resources to help you support the health of your employees.

[Visit medica.com>Employers & Payers>Health and Wellness.](#)

As part of this change, we are also streamlining the process for requesting reports. Wellness program reports, such as health club reimbursement (Fit ChoicesSM by Medica), health assessments, and My Health Manager from MedicaSM can be requested through your broker or Medica account manager, just like all other reports. The wellness program report request form will no longer be available on the Wellness Resource Center, effective September 15. Please note, wellness program reports are available for groups that have 10 or more participants in the specified program.

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Customized support messages mailed to members

Our members tell us they are eager to be actively engaged in their health care. They want easy access to information and support from a knowledgeable source. They also want relevant information on a timely basis that is personal, practical, and useful.

The *Better Every Day* program delivers personalized, actionable messages directly to members who are new to Medica, have had a new baby or are being treated for back pain. The messages are designed to educate and motivate, and feature specific action steps that members can take right away.

Other key life and health events will be added to the program in coming months, beginning with asthma and anti-depressant medications in late August. By the end of 2009, as many as 500,000 individuals will have received customized messages through *Better Every Day*.

[Learn more about *Better Every Day*.](#)

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Medica Indicators Fall 2009 issue

As the recession takes a toll on the health and well-being of many employees, it's more important than ever to help them learn to take care of their health and be as healthy as they can be. Discover the simple tools Medica has developed to help you support their health in the latest issue of *Medica Indicators*[®], our employer newsletter.

[Download Fall 2009 *Medica Indicators*.](#)

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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 August 1:

- LA Fitness - St. Louis Park, MN
- Mapleton Fitness Center - Mapleton, MN
- Rehab Plus & Fitness - Pelican Rapids, MN

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.](#)

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401 Carlson Parkway Minnetonka, MN 55305 USA



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