

Title: Allowable mid-year employer group terminations

PEBB Program Administrative Policy 90-1

Contact:	Policy and Rules Coordinator, ERB Division	Effective:	January 1, 2020
		Rescinded:	
Associated RCW:	41.04.205	Supersedes:	
Associated PEB Board Policy Resolutions:			
Associated WAC:	182-08-015 182-08-245(5)		
Assoc. fed law/reg:		Owner:	Policy, Rules, & Compliance Manager, ERB Division
Associated Procedures:			
Associated Forms & Communication	Interlocal Agreement between HCA and Employer Group	Approved by:	
		Position:	Director of the PEBB Program
		Date approved:	November 26, 2019

Purpose: This policy clarifies when employer group participation may terminate mid-year.

WAC 182-08-245(5) The employer group must maintain participation in PEBB insurance coverage for at least one full year. An employer group may only end participation at the end of a plan year unless the authority approves a mid-year termination. To end participation, an employer group must provide written notice to the PEBB Program at least sixty days before the requested termination date.

Policy:

1. The PEBB plan year ends December 31 of each year.
2. The authority will consider, but not limit, requests for mid-year terminations if the request meets one of the following criteria and is received within the required timeframe:
 - a. An employer group requests to end participation as of the end of their fiscal year.
 - b. An employer group requests to end participation for a collective bargaining unit effective the date of the bargaining unit agreement.
3. Coverage prospectively terminates the first of the month following the agreement.