

Disability Rights Legal Center



Cancer Legal Resource Center

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The CLRC is a joint program of the Disability Rights Legal Center & Loyola Law School

Health Insurance in Iowa

Types of Private Health Insurance

Group vs. Individual Insurance

Group insurance is usually offered through your employer or some form of a trade association (ex. a union, etc.). Individual insurance means that you are contracting directly with an insurance company (ex. when you purchase a plan from Blue Cross or Blue Shield, etc.). People who purchase group or individual health insurance plans are called “members” of that insurance company.

HMO, PPO, and POS Plans

There are three types of managed care plans. There are HMO, PPO, and POS plans.

HMO stands for a health maintenance organization. There are generally two forms: 1) independent physician associations (IPAs), and 2) stand alone facilities. IPAs have physicians that practice in their own offices and sometimes join with other providers to form a medical group.

PPO stands for Preferred Provider Organization. A PPO is a group of health care providers who have agreed to provide services to an insurance company’s members at a reduced rate.

POS stands for Point of Service Plan. A POS Plan is a cross between an HMO and a PPO. Members of a POS plan decide which type of service they want to use at the point when they are ready to use it.

HMO	PPO	POS
Participating doctors and hospitals. Generally have a primary care physician who coordinates care	Usually many health care provider and hospital choices	Can see providers in- or out-of-network
HMO	PPO	POS
Generally have to select doctors and hospitals from within the participating group	Can select from all participating providers	If selecting within network, generally have a minimal co-pay. If selecting from larger group, member will pay more
Limited choices	More choices in doctors, specialists, overall providers	More choice when needed
Usually less expensive	Usually more expensive	Cost is between that of a PPO and an HMO

What to consider when choosing a health insurance plan

- 1) Look at the summary of benefits. What benefits are included? What benefits are excluded?
- 2) Look at costs. How much are the monthly premiums, annual deductibles, and co-payments?
- 3) When are the enrollment periods? Do they offer annual open enrollment periods to make changes to your policy?
- 4) How much flexibility do they offer? Can you change plans if you need to? How?

Health insurance companies are required to renew an individual's existing health coverage, but there is no cap on the rate increases companies may impose at the time of renewal. This is called guaranteed renewability. Guaranteed renewability is not portable, so you do not have the right to switch to another company or even another product offered by the same company.

Ways to Get and Keep Health Insurance

Employment-Based Health Insurance

The most common way that people obtain health insurance coverage is through their own employment or a family member's employment. There are certain rights that are guaranteed to people who are insured through their own or a family member's employment. These rights have to do with the continuation of coverage during certain leaves of absence (under the Family and Medical Leave Act) or upon termination of employment (see COBRA, discussed below). Persons with employment-based health insurance are also protected from health insurance discrimination based on their pre-existing conditions under the Health Insurance Portability & Accountability Act (see HIPAA, discussed below).

COBRA

COBRA is a federal law that allows you to continue the same health insurance coverage that you had through your or your family member's employer. It's the same health insurance policy you had when you were employed, so you don't have to worry about changing providers.

COBRA is available to an employee or family member after an employee has terminated their employment or has reduced their work hours to a point that they are no longer eligible to receive coverage from their employer. This termination or reduction in hours is referred to as a "qualifying event." Other qualifying events for COBRA are divorce or death of a spouse (when the person seeking COBRA coverage was insured by a plan provided through the spouse's employment), or a child aging out of a parent's health insurance policy.

Federal law defines the terms of COBRA coverage and its availability as follows:

- COBRA applies to employers with 20 or more employees.
- COBRA coverage generally lasts for 18 months.¹
- The cost of the monthly premium paid by the employee can be up to 102% of what the employer was paying for the same benefits.
- The person insured is responsible for the full premium for the coverage.
- Who is responsible for notifying the health plan of the qualifying event depends on which qualifying event has occurred.
- A health plan has 14 days after the plan administrator is notified of the qualifying event to notify the employee of the right to elect COBRA.
- An employee must elect COBRA within 60 days after being notified of their COBRA rights. The employee then has 45 days after electing coverage to pay the initial premium.

¹ COBRA coverage can last up to 29 months if the person insured has a qualifying disability, or up to 36 months if the person became eligible for COBRA coverage because of certain qualifying events or a combination of qualifying events.

If you elect COBRA coverage, you will have to pay the premiums for each month since you became eligible. So, even if you wait until the last day of your eligibility to elect COBRA coverage, you will still have to back-pay the premiums to the date your eligibility began.

Iowa State Continuation Coverage

Iowa has a state version of COBRA which allows someone who is covered by an employer's group health plan to keep their health insurance when they would otherwise lose it because the employee is involuntarily laid off from work.

State law² defines the terms of Iowa's state continuation coverage and its availability as follows:

- Iowa state continuation coverage is available for up to 9 months.
- Iowa state continuation coverage applies to employers with 2-19 employees.
- Iowa state continuation coverage is available if the employee was continuously insured during the entire 3 months' period immediately preceding the termination.
- Iowa state continuation coverage is not available if eligible for Medicare or another group insured or uninsured arrangement.
- Iowa state continuation coverage may exclude dental care, vision care, or prescription drug benefits or other benefits provided under the group policy.

Health Insurance Premium Payment Program (HIPPP)

Iowa has a program called the Health Insurance Premium Payment (HIPPP) Program. HIPPP helps you get and keep insurance you might not be able to afford. At least one person living in the family household must be a recipient of Medicaid or must be Medicaid-eligible. There must be access to an employer-sponsored health plan and you must meet a cost-effectiveness criterion.

Health Insurance Portability & Accountability Act (HIPAA)

HIPAA prohibits health insurance discrimination against individuals based on their pre-existing conditions, when going from a group health insurance plan to another group health insurance plan or from a group plan to a HIPAA guarantee issue plan.

HIPAA also: 1) provides a federal right to an individual health insurance plan (called a guarantee issue plan); 2) reduces the maximum pre-existing condition exclusion period to 12 months; and 3) gives you credit for the time that you had health insurance coverage in the past to eliminate or reduce a pre-existing condition exclusion period.

Guarantee Issue Plan

Normally when you apply for an individual health insurance plan, you are required to go through a process called medical underwriting. During this process, the insurance company looks at your past and current medical condition in order to decide whether or not they want to issue you a health plan. If you currently have, or in the past have had, a serious medical condition, the insurance company will likely decide that it is not worth the risk to them to issue you a health plan, and they will deny you coverage.

A guarantee issue plan, also known as a "federally insured plan" or "HIPAA plan," is an individual health insurance plan that you have a right to purchase under federal law. A HIPAA plan isn't a specific plan – it's just a right to purchase an individual plan. Iowa, HIPAA plan information is available from the Iowa Insurance Division.³

² Iowa code § 509B

³ For more information on HIPAA contact the Iowa Insurance Division at 877-955-1212 or visit them online at <http://www.iid.state.ia.us/index.asp>

A HIPAA plan is different than COBRA coverage. Under COBRA, you keep the same health insurance you had through your employer. Under HIPAA you are buying new insurance, so you need to compare all of the available plans and pick the one that is right for you. Compare the premiums, deductibles, and co-payments. Check to make sure your healthcare providers accept any insurance plan you are considering, and check to make sure that your prescription drugs are on the formulary list of drugs covered by the plan.

You must meet the following requirements to be eligible for a HIPAA plan:

- You must exhaust your COBRA coverage, meaning that you use all 18 months of COBRA coverage, and any additional COBRA coverage available to you.
- You cannot have a break in coverage longer than 63 days.
- You must be ineligible for Medicare, Medicaid, or any other form of group coverage.

Pre-existing Condition Exclusion Period (PECEP)

When you are going from one employer's group health plan to another employer's plan, the new plan is required to insure you, but they can impose a PECEP, which means that for a certain period of time, they will not cover any treatment or services related to a pre-existing medical condition. Before HIPAA, a two-year PECEP was the industry standard. HIPAA limited the maximum PECEP that may be imposed to one year.

Iowa does not change the HIPAA maximum PECEP of one year.

Creditable Coverage

Creditable coverage is any previous period of health insurance coverage that was not interrupted by a break in coverage of more than 63 days. HIPAA reduces any PECEP by the length of time that you previously had creditable coverage. Example: If you previously had coverage for four months, have not had a break in coverage of more than 63 days, and your new insurance plan has a PECEP of 12 months, then you get a credit for your 4 previous months of coverage, leaving you with only 8 months left on your PECEP. So, if you have 12 months or more of previous health insurance coverage, and you never have a break in coverage of more than 63 days, you will never face a PECEP.

Almost all types of health insurance can qualify as creditable coverage. (Medicare, Medicaid, group, individual, COBRA, and HIPAA plans can all qualify.) One exception is student health insurance plans because they are not typically a full policy with catastrophic coverage. If a particular condition was not covered by the policy that you are claiming as creditable coverage, then your new health plan may still subject that condition to a PECEP.

To show that you have creditable coverage, call your insurance company to request a "certificate of creditable coverage," which lists the dates that you have been insured by that company. If you have been insured by multiple companies, you need certificates of creditable coverage from each one.

Iowa Major Risk Insurance Plan

Iowa's major risk insurance plan, the Health Insurance Plan of Iowa (HIPIOWA),⁴ provides access to health insurance coverage to all residents of the state who are unable to obtain individual health insurance.

Coverage is available if you are a resident of the State of Iowa, and you must meet one of the eligibility categories (medically eligible or HIPAA eligible.) To be medically eligible you must be a legal resident of the State of Iowa for the past 60 days and you suffer from one of the following conditions⁵ acknowledged

⁴ For more information on HIPIOWA contact the Iowa Comprehensive Health Association at (877) 793-6880 or visit them online at <http://www.hipiowa.com/>

⁵ For a comprehensive list of medical conditions visit <http://www.hipiowa.com/qualify.asp>

by the Iowa Comprehensive Health Association. To be HIPAA eligible you must be defined as an eligible individual according to the Health Insurance Portability and Accountability Act.

HIPIOWA offers five comprehensive preferred provider plans (each with a pharmacy benefit) to choose from and a Medicare carve out plan. HIPIOWA plans have a six-month waiting period for pre-existing conditions. If you are eligible for a HIPAA guarantee issue plan, then you may be able to purchase a health insurance plan without being subject to a pre-existing condition exclusion period.

Premium rates are determined according to the HIPIOWA plan you select, your age, your gender and other factors. Plans B, C, D, F and G offer five different preferred provider plans (PPO) with different deductibles. Plan E is a Medicare eligible PPO for persons under 65 that are enrolled in Medicare. The plan pays secondary to Medicare and has an annual deductible of \$1000.

Handling Health Insurance Disputes

If you disagree with a decision that your health insurance provider has made regarding coverage, you have the right to appeal that decision. The appeals process varies depending on what state you live in.

Internal review

This is the health plan's own review of its decision. There are state and federal laws and rules that apply to internal review processes.

External or independent review

If you receive an adverse determination from your health plan, meaning that the plan has decided that the treatment provided or requested is not medically necessary or is experimental or investigational, then you can ask your plan to arrange external review of their decision. Your health plan will determine whether or not to grant an external review based upon criteria established by Iowa state law.

Before you begin an appeal, understand your coverage and applicable laws.

An *employer-sponsored* health plan is one that a person can get through their own employment or through a family member's employment. The employer usually makes a contribution toward the cost of the employee's coverage. An *individually purchased* plan is one that you purchase directly from a health plan. The person purchasing the insurance pays the entire premium. Different laws apply depending on whether your plan is employer-sponsored or individually-purchased.

If your plan is an employer-sponsored plan, you need to know whether it is a *self-insured* plan. A self-insured plan is one in which the employer does not contract with an insurance company to insure their employees. Instead, the employer does their own risk pooling like an insurance company would, and pays directly for their employees' health costs. Since self-insurance does not involve a contract between an insurance company and an employer, it is not subject to state insurance regulations. Federal laws still apply to self-insured plans.

Know what is *covered* and what is not covered by your plan. Also know what *procedures* and *deadlines* are required by your plan.

Next, exhaust your plan's internal complaint process.

If you have a problem with your health plan, you have the right to file a complaint with your health plan. A complaint can also be called a grievance or an appeal. You may be able to file your complaint by phone, mail, or on the internet.

In Iowa, there are no requirements for a health plan's internal review procedure. However, most insurance plans offer appeal options to resolve disagreements. If you have exhausted your health plan's internal appeals process, and then you can request an external review of the decision.

Then, you may request external review.

You can appeal externally if you are denied any claims because your health plan believes are not medically necessary. The external appeals must be made after you have exhausted all internal appeals processes. You must also file for an external appeal within 60 days of the last denial.

In the external appeal you must submit a letter requesting the review, reasons for the request, contact information, any denial letters received from the health plan and pay a filing fee of \$25. A decision will be available between 35 to 45 days after submission. A decision may be made within 3 days if the situation is an emergency.

Resources in Iowa

For Assistance With Insurance Disputes or Questions About State Health Insurance Continuation Coverage

Iowa Insurance Division

Consumer Affairs
330 Maple St.
Des Moines, IA 50319
(877) 955-1212

For Questions About COBRA

**U.S. Department of Labor
Employee Benefits Security Administration**

City Center Square
1100 Main, Suite 1200
Kansas City, MO 64105
(816) 426-5131 or (866) 275-7922
<http://www.dol.gov/ebsa/>

For Questions About the Health Insurance Premium Payment Program (HIPP)

Iowa Department of Human Services HIPP Program

1305 E Walnut St 5th Floor
Des Moines IA 50319
(888) 346-9562

For Questions About HIPAA

Iowa Insurance Division

330 Maple St.
Des Moines, IA 50319
(877) 955-1212

For Questions About the Iowa Comprehensive Health Association (ICHA)/The Health Insurance Plan of Iowa (HIPIOWA)

ICHA/HIPIOWA

2015 16th Street
Great Bend, Kansas 67530
(877) 793-6880

For Assistance for Children

Healthy and Well Kids in Iowa (hawk-i)

(800) 257-8563

For Questions About Medicaid

Iowa Department of Human Services

(800) 972-2017

For Questions About Medicare

Senior Health Insurance Information Program (SHIIP)

330 Maple St.
Des Moines, IA 50319
(800) 351-4664

For Questions About Iowa Breast and Cervical Cancer Program

Iowa Department of Public Health

Lucas State Office Building
321 E. 12th Street
Des Moines, Iowa 50319-0075
(515) 281-5616

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