

THE GROUP SCOOP



CURRY GROUP BENEFIT SOLUTIONS

OCT 2024



UNDERSTANDING COORDINATION OF BENEFITS WITH YOUR SPOUSES PLAN

FOR THE PLAN MEMBER

If you and your spouse both have group benefits, you can coordinate benefits for yourself and your dependents. This way you can maximize your coverage by submitting to both plans. But how does it work? Here's a quick guide:

Who pays first?

If you're covered under your own plan, that plan pays first. After receiving an explanation of benefits (EOB) detailing what's been paid by the insurer and what you have paid. The amount you paid can be submitted to your spouse's plan for further coverage.

What about claims for my children?

When your children are covered under both your plan and your spouse's plan, the plan of the parent with the earlier birthdate in the calendar year pays first. Any remaining balance can be

sent to the secondary plan.

What happens if I lose coverage?

If you lose your coverage, notify your spouses insurer as soon as possible—ideally within 31 days. This can help you avoid late applicant status and the need to submit medical evidence, which could affect your coverage.

Can I waive my coverage?

Yes, if your spouse has equivalent or better health and dental coverage, you can waive those parts of your plan. However, you must still be enrolled in your plan for pooled benefits, like Life Insurance, Accidental Death and Dismemberment, and Long-Term Disability, which cannot be waived.

Now you know how coordination of benefits works—making sure you're getting the most out of your coverage!

DID YOU KNOW?

Did you know that insurance providers set limits on how much they'll pay for certain services or items? This is known as Reasonable & Customary.

For example, costs for paramedical treatments can vary by practitioner, so insurance companies determine the maximum amount they'll cover per treatment.

By comparing prices for healthcare services, you can help lower your out-of-pocket expenses.

AUDITS FOR YOUR GROUP BENEFITS PLAN

Did you know that we offer comprehensive audits for our group benefits plan administrators? Our audits are designed to ensure that your group plan is operating efficiently and delivering optimal value.

Why Audits Are Important?

Having accurate information is crucial because it ensures that all employees who are entitled to coverage actually have it.

Here's an example: An Employee is hired and worked through their eligibility period but was never enrolled on the group benefits plan. Several years go by and unfortunately the employee passes away. The family expects a life insurance payment but since the employee was never enrolled there is no coverage. This could lead to the family suing the employer for the life insurance amount. It's a difficult situation for everyone involved – and highlights why accuracy is so important.

When Should an Audit be Conducted?

There are several important times when conducting an audit is recommended. One common situation is when a Plan Administrator goes on leave. In their absence, someone else temporarily manages the group benefits plan alongside their regular duties. Upon the administrator's return, it's essential to confirm that all eligible employees are enrolled, and anyone who should no longer be on the plan has been removed. Another key time for an audit is when a new Plan Administrator is hired, ensuring

Important Announcement



We are thrilled to announce that we are moving our Group Benefits Business to our new corporation, Curry Group Benefit Solutions. A name that reflects our focus and expertise in Employee Group Benefits.

they start with an accurate and up-to-date record of who is covered.

Audits are also helpful when a company manages different types of coverage through multiple providers—such as group benefits, a Health Care Spending Account, or an Employee Assistance Program. The Plan Administrator needs to verify that no one is missed across these coverages.

Lastly, if a company has different employee classes within their group benefits plan, such as enhanced coverage based on tenure, it's crucial to ensure that each employee is assigned to the correct class and receiving the coverage they are eligible for.

If you would like to discuss completing an audit for your group please contact us at clients@currygbs.ca


CONTACTING CURRY GROUP BENEFIT SOLUTIONS

The best way to contact us will continue to be our **dedicated client-only email address** clients@CurryGBS.ca The inbox continues to be monitored by Joan and Shannon regularly throughout each business day.



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