

Benefits BULLETIN

MAY 2023



Health and Wellness

A Message from Mackenzie Marek Director of Account Management



If you were to ask someone what wellness means to them, you would get a myriad of responses. Some might say wellness means exercising, while others might say it means attending therapy or joining a book club, but the truth is, it can mean many things.

Wellness can refer to:

- Physical wellness
- Intellectual wellness
- Financial wellness
- Occupational wellness
- Social wellness
- Environmental wellness
- Spiritual wellness
- Emotional wellness

Industry research shows that wellness benefits are an important tool for employers, serving both recruitment and retention functions, leading to a more productive workforce and having positive impacts in employees' work, home, and community. While understanding wellness benefits can be a large undertaking, we encourage our clients not to overlook them. At Infinity, we can help you identify which benefits are most important to your employees and implement a variety of benefit options that will add value to your employee offerings. Reach out to your Account Manager today to start the conversation!

What Employers Need to Know as the COVID-

19 Public Health Emergency Ends

President Biden has announced that he has no intention of renewing the COVID-19 public health emergency when it expires on May 11, 2023. The end of the public health emergency has implications for employers and employees, as significant changes will occur as a consequence. The general public may also have misconceptions about what this means.

What Will Change:

1. Health care plans will no longer be required to cover at-home COVID-19 testing. This may mean COVID-19 testing will only be covered if ordered by a physician. Some plans may choose to cover a certain number of home testing kits per month and may cover fewer than previously.
2. Health care plans will no longer be required to cover the cost of COVID-19 vaccines obtained from an out-of-network physician or clinician.
3. Around 18 million Americans will gradually lose the Medicaid coverage they had during the pandemic and up to 4 million may become completely uninsured. More employees may seek insurance through your plan.
4. Employees may need to share costs for COVID-19 treatment, as they would for any other illness. Shared costs may include copays, deductibles, and other out-of-pocket costs.

What Won't Change:

1. The federal government still has COVID-19 vaccine doses available and will continue to supply them at no cost until the stockpile runs out. This includes booster doses and the primary series. Vaccines from in-network providers will also be free of charge.
2. The federal government still has COVID-19 treatments available and will continue to supply them free of charge until the supply is depleted.
3. COVID-19 treatments, vaccines and tests approved under emergency use authorizations by the FDA will remain available until further notice.
4. Vaccine mandates for certain individuals, e.g., health care workers, will remain in effect until further notice from the Centers for Medicare and Medicaid Services.

What You Can Do:

1. Work with Infinity to determine to determine what will be covered by your current plan.
2. Communicate the changes applicable to your health care plan to your employees.
3. Encourage employees to continue to make use of the free supplies still available to them. For example, each household is still entitled to four free COVID-19 tests per month through www.COVIDtests.gov.
4. Remind employees to stay home if they are ill, get tested if they have symptoms that might be COVID-19, stay up-to-date on COVID-19 vaccinations and keep up other good habits such as hand hygiene and cough etiquette when around others.

INDUSTRY NEWS



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Benefits BULLETIN
APRIL 2023

Choosing a Level-Funded Health Plan

A Message from Janice Graham
Senior Account Manager

Let's talk about level-funded health plans. A level-funded plan is an option for employers that want to move away from fully insured health plans with age-rated premiums, but are not yet ready to transition to a self-insured plan. Here are four things you need to know about level-funded plans:

1. Level-funded plans offer predictability and mitigated risks - If the cost of individual or aggregate medical claims exceeds the plan's maximum, the plan would cover the difference.
2. Level-funded plans may have a surplus refund if medical claims are lower than expected at the end of the plan year.
3. Level-funded plans offer great insights on cost by receiving monthly data to help employers understand how an employee utilizes health services.
4. Member experience can be key with a level-funded plan - they provide resources and programs that may increase member engagement and reduce costs.

As a Senior Account Manager, it is my responsibility to ensure that employees know their plan options, as well as know they can contact me for the most comprehensive information, not only for level-funded plans, but also for dental, vision, life, and disability plan alternatives.



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