

Relaxed participation requirements for small business extended to December 31, 2022

We're relaxing underwriting participation requirements for groups with five or more enrolled employees to just 25% for our medical, dental, vision[‡], and life[‡] insurance plans.

New relaxed participation requirements for groups when at least one eligible employee enrolls in a Trio HMO or Tandem PPO plan.[#]

Trio HMO and Tandem PPO plans – enroll as few as one member

We're also waiving our participation requirements for groups of 1 to 100 eligible employees that offer only Trio HMO or Tandem PPO medical plans. Tandem-only participation is being added to the relaxed participation program for new sales as of October 1, 2020.

Just select Trio or Tandem plans only on the Master Group Application, and a new group can enroll with Blue Shield without needing to meet our standard minimum participation requirements.

This promotion allows your client to purchase only Trio or only Tandem medical plans along with our dental and/or vision plans with only one enrolled. The Trio-only or Tandem-only participation requirement cannot be applied to Blue Shield Life & Health Insurance Company small business life insurance plans.

Rules for the relaxed participation requirements promotion

- Applies to new medical small business and specialty clients with off-exchange plans or mirror plans[♥] and effective dates of January 1, 2022 and later.*

- At least 25% of the total number of eligible employees enroll in a Blue Shield healthcare plan with no fewer than five.
- Only one carrier can be written alongside a Blue Shield plan.[†]
- EPO benefit-designed plans cannot be written alongside any Blue Shield medical products.
- When offering dental, vision,[‡] and life[‡] products, Blue Shield must be the sole carrier. Life insurance requires a minimum of two enrolled employees.
- Groups who contribute 100% of premiums for medical or specialty coverage must enroll 100% of eligible employees (except those waiving due to other group coverage through another employer).
- Groups must meet the definition of a qualified small employer group.
- All normal eligibility and enrollment documents are required.
- Refusals are required for all eligible employees not enrolling in the Blue Shield plan(s).

Example of relaxed participation requirements:

		Sample company	Your company
1	Total number of employees eligible for coverage	24	
2	Number of employees with valid waivers (e.g., Medicare, Medi-Cal, military, covered by spouse's group coverage only)	4	
3	Number of eligible employees (subtract line 2 from line 1)	20	
4	Multiply the number of eligible employees by .25 to determine whether minimum participation is met.	20 x .25 = 5 As long as 5+ eligible employees enroll for health coverage, the participation requirement is met.	

* Blue Shield reserves the right to modify the reduced participation for new small business at any time.

† Except when MediExcel or SIMNSA, but not both, is written as a third carrier.

‡ Underwritten by Blue Shield of California Life & Health Insurance Company.

If Trio and Tandem plans are written together, 25% of the total number of eligible employees and no fewer than five must be enrolled.

♥ The off-exchange portfolio cannot be combined with the mirror portfolio.