

Notice To Individuals Enrolled In The University Of Utah Employee Health Care Plan

Group health plans sponsored by state and local governmental employers must generally comply with Federal law requirements in title XXVII of the Public Health Service Act. However, these employers are permitted to elect to exempt a plan from certain requirements for any part of the plan that is “self-funded” by the employer, rather than provided through a health insurance policy.

The University of Utah has elected to exempt the University of Utah Employee Health Care Plan, which is self-funded, from all of the following requirements:

1. Standards relating to benefits for newborns and mothers. The University’s Plan will cover medically necessary hospital stays in accordance with the recommendation of the member’s health care provider.
2. Parity in the application of certain limits to mental health and substance use disorder benefits (including requirements of the Mental Health Parity and Addiction Equity Act of 2008).
3. Certain requirements to provide benefits for breast reconstruction after a mastectomy. The University’s Plan will continue to cover reconstruction and other benefits.
4. Continued coverage for up to one year for a dependent child who is covered as a dependent under the plan solely based on student status, who takes a medically necessary leave of absence from a postsecondary educational institution. The University allows students to miss one semester each academic year and retain their student status.

The exemption from these Federal requirements will be in effect for the plan year beginning July 1, 2022 and ending June 30, 2023. The election may be renewed for subsequent plan years.