



# COMPLIANCE SERVICES AND SUPPORT

## **Employers that participate in the UEA Benefits Program have a dedicated support team for COBRA administration and other compliance services.**

UEA Inc. provides the following notices as mandated by Federal Law:

- Summary Plan Description
- Summary Annual Report
- General COBRA Notice and other COBRA Notices
- Children's Health Insurance Program (CHIP) Notice
- Notice of Privacy Practices
- ERISA Statement of Rights
- Notice of Special Enrollment Rights
- Medical Part D Notice of Creditable Coverage
- NMHPA, WHCRA, QMCSO, MHP, USERRA, and GINA

**The team at UEA Inc. is available to answer COBRA Compliance questions for employers that participate in the UEA Benefits Program.** Please refer to the section below for additional details based on which carrier your company offers.

### **UnitedHealthcare Groups**

- COBRA, FSA and Pre-tax Premium plans are administered through the UnitedHealthcare Services Inc.'s Website.
- COBRA administration for all eligible plans is included at no cost, including plans through other vendors (e.g. dental with another carrier).
- Employers notify UnitedHealthcare when a qualifying event occurs and UnitedHealthcare Services Inc. mails all required notices, sends reminders regarding account status, collects monthly premiums, and sends notices of late or partial payments.

### **Kaiser Permanente Groups**

- COBRA Administration is offered through UEA Inc. for medical and additional COBRA eligible benefit plans at no added cost including plans through other vendors (e.g. dental with another carrier).
- Employers submit Qualifying Event Notices to UEA Inc., who mails all required notices, sends reminders regarding account status and collects monthly premiums. COBRA premiums are deposited by ACH.
- UEA Inc. is not currently set up to administer FSA for groups.

## **Members of United Employers Association receive unlimited support on UEA's Employer Helpline.**

Our staff attorneys and HR professionals can answer your questions on a broad spectrum of topics, including leave and disability laws, harassment, employee termination, benefits and wage/hour laws. UEA Members also have access to UEA's Online Resource Library with clear, concise guidance on employment laws, news and HR best practices.