

**Title: Allowable Mid-Year Employer Group Terminations**

**Policy #90-1**

<b>Contact:</b>	Rules Specialist, PEB Division	<b>Effective:</b>	January 1, 2014
		<b>Rescinded:</b>	N/A
<b>Associated RCW:</b>	41.04.205	<b>Supersedes:</b>	N/A
<b>Associated WAC:</b>	182-08-015 182-08-245 (4)		
<b>Assoc. fed law/reg:</b>	N/A	<b>Owner:</b>	Policy & Rules Manager, PEB Division
<b>Associated Procedures:</b>			
<b>Associated Forms &amp; Communication</b>	Interlocal Agreement between HCA and Employer Group	<b>Approved by:</b>	
		<b>Position:</b>	Deputy Division Director, PEB Division
		<b>Date approved:</b>	<u>12-6-13.</u>

**Purpose:** This policy clarifies when employer group participation may terminate mid-year.

WAC 182-08-245 (4) The employer group must maintain participation in PEBB insurance coverage for at least one full year. An employer group may only end participation at the end of a plan year unless the authority approves a mid-year termination. To end participation, an employer group must provide written notice to the PEBB program at least sixty days before the requested termination date.

**Policy:**

1. The PEBB plan year ends December 31 each year.
2. The authority will consider, but not limit, requests for mid-year terminations if the request meets one of the following criteria and is received within the required timeframe:
  - a. An employer group requests to end participation as of the end of their fiscal year.
  - b. An employer group requests to end participation for a collective bargaining unit effective the date of the bargaining unit agreement.
3. Coverage prospectively terminates the first of the month following the agreement.