Title: Allowable mid-year employer group terminations

PEBB Program Administrative Policy 90-1

Contact: Policy and Rules Coordinator, ERB Division  
Effective: January 1, 2020  
Rescinded:

Associated RCW: 41.04.205  
Supersedes:

Associated PEB Board Policy Resolutions:

Associated WAC: 182-08-215  
182-08-245(5)

Assoc. fed law/reg:  
Owner: Policy, Rules, & Compliance Manager, ERB Division

Associated Procedures:  
Approved by:

Associated Forms & Communication Interlocal Agreement between HCA and Employer Group  
Approved by:

Position: Director of the PEBB Program  
Date approved: November 26, 2019

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

WAC 182-08-245(5) 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 of 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.