



Lehigh Valley Business Coalition on Health Care

TO: LVBCHC Membership

FM: Health Care Reform Task Force

Paul Chuckalovcak, Task Force Chair

RE: Health Care Reform Employer Survey Summary

In July, the Health Care Reform Task Force conducted a survey among a sample set of Coalition employers with 500 employees or less. There were one or two exceptions but generally, the sample survey was conducted among smaller employers. The purpose of the survey was to assess how employers are reacting to the mandates and provisions of the new legislation.

A total of 12 questions comprised the survey and it was conducted via Zoomerang---an on-line survey service---to make it easier for recipients to complete. An e-mail link, inviting recipients to complete the survey, was sent to the selected sample of which 38 contacts were valid members of the Coalition. Before the survey was closed, 16 members had input representing a 40 percent response rate.

Some “key” questions and their responses follow:

2. Do you plan on maintaining “grandfather” status for your employee health plan?

Yes—81 percent

No----19 percent

3. Although there is no legislative mandate to cover dependents, do you plan to offer medical coverage to dependents up to age 26 in your upcoming plan year?

Yes---94 percent

No-----6 percent

**60 West Broad Street, Suite 105 Bethlehem, PA 18018 610.317.0130
www.lvbchc.com**

1



5. Although there is no legislative mandate to cover dependents, do you plan to offer dental and/or vision benefits to dependents up to age 26 in your upcoming plan year?

Yes---44 percent

No----56 percent

6. Does your company provide early retiree medical benefits prior to age 65?

Yes---44 percent

No----56 percent

7. If Yes to #6, have you applied for the early retiree reinsurance subsidy?

Yes---33 percent

No----67 percent

9. How will the cost of implementing Health Care Reform be handled by your company?

44 percent of respondents plan to increase employee contributions to premiums

19 percent of respondents plan to eliminate certain coverage(s)

6 percent of respondents will continue to pay the full cost

69 percent reported "Other" including:

We have not yet decided

We are still evaluating the implication of the Health care Reform changes

Plan design changes/possible consumer directed plan

Increase in employer contributions

To be determined

Focus on Wellness & Prevention

For the most part, Company will pay costs. However, may increase employee contributions. I don't believe we will eliminate benefit coverage.

Plan Design changes

Cost share with employees - 75/25