

Special open enrollment period

HELP SMALL GROUP EMPLOYEES AVOID TAX PENALTIES



A new California law requires all state residents to have qualifying health coverage for themselves, their spouse or domestic partner, and their dependents for each month in 2020 or face state tax penalties.

To help your clients' employees avoid these penalties, we're offering a **special open enrollment period to small group employees** – including their spouse or domestic partner and their dependents – **who previously declined Kaiser Permanente coverage under their employer's group health plan.**

The special open enrollment period for these employees runs from **October 1, 2019, to December 31, 2019** and is **only** valid for January 1, 2020 effective dates – it is available to all groups regardless of their annual open enrollment month.

What you need to know

- Only employees and their dependents who previously declined coverage are eligible for this special open enrollment period. Employees who are already enrolled in a plan can't make plan changes at this time.
- Employers may choose to add to their plan offerings a downgraded plan, which may be offered **only** to these newly eligible participants. A [Plan Add/Change Request form \(PDF\)](#) is required.
- All eligibility requirements for enrollment in the group health plan continue to apply.
- A Summary of Benefits and Coverage (SBC) must be provided by the group to each employee as part of the group's annual open enrollment. A separate 60-day advance notice is not required.

For more information about the new California law, visit the [Franchise Tax Board](#).

To take advantage of this special open enrollment period on behalf of your small group clients, please contact your account manager or the Small Business Services Customer Connection Team at **1-800-790-4661, option 3.**