

Effective 5/12/2015

31A-43-301 Stop-loss insurance coverage standards.

- (1) A small employer stop-loss insurance contract shall:
- (a) be issued to the small employer to provide insurance to the group health benefit plan, not the employees of the small employer;
 - (b) have a contract term with guaranteed rates for at least 12 months, without adjustment, unless there is a change in the benefits provided under the small employer's health plan during the contract period;
 - (c) include both a specific attachment point and an aggregate attachment point in a contract;
 - (d) align stop-loss plan benefit limitations and exclusions with a small employer's health plan benefit limitations and exclusions, including any annual or lifetime limits in the employer's health plan;
 - (e) have an annual specific attachment point that is at least \$10,000;
 - (f) have an annual aggregate attachment point that may not be less than 85% of expected claims;
 - (g) pay stop-loss claims:
 - (i) incurred during the contract period; and
 - (ii) paid within 12 months after the expiration date of the contract; and
 - (h) include provisions to cover incurred and unpaid stop-loss claims when the small employer's stop-loss plan terminates.
- (2) A small employer stop-loss contract shall not:
- (a) include lasering; and
 - (b) pay claims directly to an individual employee, member, or participant.

Amended by Chapter 244, 2015 General Session