



Generations

Insurance and Wealth Management Inc.

Coordination of Benefits

There has always been some confusion regarding employees who carry both individual health/dental policies and are also part of an employee benefit plan.

Here is some clarification.

Your employee benefit plan is always the first payor over an individual policy. Claims need to be submitted to the group plan first and then if there is still an outstanding amount this can be sent to the individual plan for processing.

This also brings up the question, can an employee waive their health and dental benefits with their work group plan when they have an individual plan. The answer is no. An employee is not able to opt out of health and dental coverage due to an individual policy. Because it is mandatory and usually equivalent, an insurance company cannot waive with an individual plan, because it is not mandatory coverage and is usually not equivalent to what the group plan would be offering.

Double coverage can come in handy if one of the plans does not cover a claim, or to ensure that you have 100% coverage on those pricy items.

That being said, you can opt out of your health and dental plan with your employer if your spouse has other coverage through their work plan. There must be evidence provided at the time of enrolling or when your spouse's coverage is effective.

Making sure that you are paid correctly is our number one priority. Ensure that your claim form is filled in correctly when submitting them. Your expenses go through your plan first, your spouse's to theirs, if there are any children involved, they are submitted to the plan of the person whose birth month comes first in the year. The year of birth is not a factor.

If you have any questions or concerns, please do not hesitate to contact our office.

The Pillars of Your Financial Security

Life Insurance ▪ Estate & Retirement Planning ▪ Employee Health and Dental Plans
Disability and Critical Illness Insurance ▪ Financial Consulting ▪ Employee Assistance Programs
Partnership and Creditor Insurance ▪ Succession Planning ▪ Self Insured Programs