Notification Required When Employers Decide to Cease Providing a Health Care Benefit Plan

Pursuant to Section 109.075 Wisconsin Statutes, Wisconsin employers who plan to discontinue health care benefits to current employees, retirees and dependents of employees or retirees in some instances must provide the affected individuals with 60 days advanced notice of the cessation of benefits.

Q: Which current or former employers must comply with this requirement?
A: Employers who operates a business enterprise in Wisconsin that employs 50 or more persons in this state must provide advanced written notice of employer's intention to cease providing health care benefits to affected parties.

Q: Who is an affected individual entitled to notification?
A: Employees, any union representing employees of that business, retirees, and dependents of employees and retires currently covered by the health care plan are entitled to receive 60 days advanced written notice that their benefits will cease.

Q: What would be the purpose of filing a complaint about not receiving advanced notification of a cessation of health care benefits?
A: A complainant who did not receive proper advanced notification may receive either the value of the insurance premium(s) for the period without notification or the actual value of medical expenses incurred during the non-notification period (maximum of 60 days).

Q: If I have questions concerning this requirement or if I wish to file a complaint about not receiving notification, who should I contact?
A: Contact either the Equal Rights Division in Milwaukee or Madison listed below.

STATE OF WISCONSIN
DEPARTMENT OF WORKFORCE DEVELOPMENT
EQUAL RIGHTS DIVISION

201 E WASHINGTON AVE ROOM A300
PO BOX 8928
MADISON WI 53708

Telephone: (608) 266-6860
TTY: (608) 264-8752

819 N 6th ST
ROOM 255
MILWAUKEE WI 53203

Telephone: (414) 227-4384
TTY: (414) 227-4081

Website: http://dwd.wisconsin.gov/er/

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