

1.

HMO

Consider the lower cost and enhanced benefits of electing a Health Maintenance Organization (HMO) which usually eliminates or at least lowers deductibles, co-payments, and other out-of-pocket expenses. This is good for younger individuals and families with generally good health, few health complications, and low healthcare utilization. See your UAW-GM Benefit Representative regarding your health care coverage, Insurance and Benefit entitlements based on your location.

2.

FSA and HSA Alternatives

Consider the election of combining a high deductible healthcare plan with a Health Savings Account or a Flexible Spending Account, if available to you, which allows you to provide for the reimbursement of qualified medical expenses on a tax favored basis. <http://www.irs.gov/publications/p969/index.html>.

3.

Spousal Group Healthcare

If your spouse has better coverage or lower premium cost sharing, you may find an advantage in opting into their two person or family coverage and electing out of your group coverage after careful consideration between alternatives.

4.

HIPAA

The Health Insurance Portability and Accountability Act (HIPAA) passed in 1997, protects your insurability once you become insured for Twelve (12) consecutive months, you are protected against a new insurance company imposing pre-existing conditions or a waiting period before providing coverage.