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

Wisconsin law (Wis. Stat. § 109.075) requires employers who plan to discontinue health care benefits to current employees, retirees, and dependents of employees or retirees in some instances to provide the affected individuals with 60 days' notice of the cessation of benefits.

- Q: Which employers must comply with this requirement?
- A: An employer who operates a business enterprise in Wisconsin that employs 50 or more persons in the state must provide written notice of its intention to cease providing health care benefits to affected parties.
- Q: Who is an affected individual entitled to this notice?
- A: Employees, any union representing employees of the business, retirees, and dependents of employees and retires currently covered by the health care plan are entitled to receive 60 days' written notice that the benefits will cease.
- Q: Why should an affected person file a complaint about not receiving 60 days' notice of the cessation of a health care benefit plan?
- A: A person who did not receive proper notice may receive either the value of the insurance premium(s) for the period without notice 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 notice, whom should I contact?
- A: Contact either the Equal Rights Division in Milwaukee or Madison listed below.

STATE OF WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT EOUAL RIGHTS DIVISION

201 E WASHINGTON AVE, ROOM A100 819 N 6th ST PO BOX 8928 ROOM 723

MADISON WI 53708 MILWAUKEE WI 53203

Telephone: (608) 266-6860 Telephone: (414) 227-4384

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

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