

Notice to Enrollees in a Self-Funded Nonfederal Governmental Group Health Plan

Group health plans sponsored by State and local governmental employers must generally comply with Federal law requirements in Title XXVII of the Public Health Service Act. However, these employers are permitted to elect to exempt a plan from the requirements listed below for any part of the plan that is "self-funded" by the employer, rather than provided through a health insurance policy. The University of Alabama has elected to exempt The University of Alabama in Huntsville group health plans from the following requirement:

Protections against having benefits for mental health and substance use disorders be subject to more restrictions than apply to medical and surgical benefits covered by the plan.

The exemption from these Federal requirements will be in effect for the 2020 plan year beginning January 1, 2020 and ending December 31, 2020. The election may be renewed for subsequent plan years.

The exemption will not impact any current mental health and substance use disorder benefits. *The exemption only applies to the Applied Behavior Analysis (ABA) therapy benefit for children ages 0 - 18 with an Autism Spectrum Disorder diagnosis.* The University of Alabama in Huntsville must be exempt from this Title XXVII requirement in order to offer ABA therapy with age-banded annual financial maximums.