



**CORCORAN & HAVLIN
INSURANCE GROUP**

287 Linden Street
Wellesley, MA 02482
Phone: (781) 235-3100

77 North Street
Medfield, MA 02052
(508) 359-9909

24 Bay Road
Duxbury, MA 02331
(781) 934-6500

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**Corcoran & Havlin
has been awarded the
2014 Reader's Choice
Award for the 11th
year in a row! Not only
did we win as a local
favorite, but because of
customer's like you, we
were awarded the title of
Regional Favorite!**



Risk Advisor

Summer 2014

Corcoran & Havlin Insurance Group

Managing your risks, protecting your interests

Corcoran & Havlin News:

Long Time Commercial Lines Representative Mary Mullin Retires



Mary Mullin

After an incredible 41 years with the Corcoran & Havlin Group, Mary Mullin has announced she is retiring effective June 4th.

Throughout her career at Corcoran & Havlin Mary has devoted herself to ensuring her clients received top quality service and risk management advice. We will certainly miss Mary's contributions and wish her the very best in her next chapter.

Mary will be replaced by Bill Rohr, who comes to Corcoran & Havlin with a wealth of business insurance experience.

C&H Welcomes Bill Rohr and Scott Brockman

As Corcoran & Havlin grows as one of Massachusetts top leading Independent Insurance companies we are pleased to welcome two new members to the Commercial Lines team, Bill Rohr and Scott Brockman. With their many years of professional business experience Bill and Scott will bring you the superior insurance services you've grown to expect from Corcoran & Havlin.

Bill Rohr joined the Corcoran & Havlin team in May. Bill comes to Corcoran & Havlin with over 35 years of insurance experience. Bill's specialty is providing a high level of customer service focus to his clients. Bill is an avid golfer & swimmer. He and his wife Pam reside in Needham and have one grown son.



Bill Rohr

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EPLI May Save Businesses from Costly Lawsuits

EPLI is an abbreviation for employment practices liability insurance. This type of coverage protects businesses against claims made by workers that the company is



violating their rights as employees. In recent years, the number of lawsuits filed against employers by employees has been rising considerably. Although the majority of lawsuits are filed against larger companies, no business should assume immunity from such incidents.

Since more insurers are recognizing the need for this coverage, many are adding it to their business insurance policies. An endorsement on a BOP alters the conditions and terms. However, some companies offer EPLI as an individual policy instead.

This form of coverage offers protection for several types of claims, which include the following:

- Discrimination
- Employment Contract Breaches
- Sexual Harassment
- Wrongful Discipline
- Promotion Failure
- Employment Failure
- Wrongful Termination
- Wrongful Emotional Distress
- Employee Benefit Mismanagement
- Career Opportunity Deprivations
- Negligent Evaluation

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**C&H's
Commercial Team**

Scott Brockman

Patrick Byrnes

George Doherty

Ken Doucette

Debi Drury

Beth Eyster

Tom Fitzgerald

**Tamara
Georgacopoulos**

Tim Graham

Virginia Handerhan

Alan Heinlein

Anna Jaronski

Jack Keefe

Jane Loomis

Skip Lougee

Paul McDonald

Beth McDonough

Megan Peterson

Bill Rohr

Tom Storella

Mark Sawyer

Susan Thomas

Kathy Uvanitte

Rick Weden



**Managing your risk,
protecting your interests.**

Report: Offering Voluntary Benefits May Reduce Workers Compensation Claims



Simply offering disability insurance or accident insurance or both can cause workers compensation claims to decline by as much as 50 percent.

That's the conclusion of a recent study of over six hundred employers across a cross section of sizes and industries. The study also found that more than four employees in ten reported material improvements in workers compensation claims.

The survey was conducted in November 2013 by Lieberman Research World Wide and commissioned by AFLAC, which is a prominent carrier of workplace insurance and benefits plans. For the most part, the magnitude of declines in workers compensation claims experienced by companies who rolled out voluntary disability and/or accident insurance was significant:

- Of employers who offered accident insurance, 14 percent of all employers reported declines of 50 percent or more. Another 17 percent of employers reported workers comp claims declines of 25 to 49 percent.
- Of employees who offered access to voluntary disability insurance, 15 percent of all employers reported declines of 50 percent or more, while an additional 15 percent reported declines of 25 to 49 percent.
- In both cases the results were fairly consistent regardless of the size of the employer

About Voluntary Benefits

Voluntary benefits are benefits the employer offers to strengthen the employers' value position, at little or no cost to the employer. Most or all premiums, fees and other costs are borne by employees themselves, via payroll deduction. The employer simply deducts premiums and other costs from employee salaries and forwards them to the insurer or benefits provider.

Common voluntary benefits programs include:

- Short-term disability
- Long-term disability
- Accident insurance or Accidental Death and Dismemberment
- Critical illness insurance
- Life insurance
- Long-term care insurance
- Legal and identity theft plans
- Financial counseling
- Dental and Vision Plans

...And many more.

A 2013 survey by Towers Watson indicates that voluntary benefits are on the increase, and are projected to increase in importance as part of company's overall benefits strategy will grow by 27 percent over the next five years. The potential benefits to employers are many. Employers offer voluntary benefits for these reasons:

- Improve employee satisfaction and loyalty
- Differentiate themselves from other employers to attract new talent
- Retain talent
- Reduce presenteeism and workers compensation claims
- Save on payroll taxes (with qualifying Section 125 'cafeteria' plans)

Again, employees can offer voluntary benefits at little or no cost to themselves. But when an employee becomes disabled, is diagnosed with cancer or another insured critical illness, or has another crisis that can be mitigated with a benefit provided under a voluntary benefits program, that benefit can mean the world.

Revised COBRA and CHIP Model Notices Inform Individuals of Marketplace Coverage and Special Enrollment Rights

By Brian Foley, Corcoran & Havlin Benefits Manager

The U.S. Department of Labor has released **3 updated model notices** to clarify the availability of coverage through the Health Insurance Marketplace (Exchange) and provide information on special enrollment rights for such coverage:

- Updated COBRA Model General Notice
- Updated COBRA Model Election Notice
- Updated CHIP Model Notice for Employers Regarding Premium Assistance Opportunities

COBRA Notice Requirements

Federal COBRA (the Consolidated Omnibus Budget Reconciliation Act) generally applies to group health plans sponsored by employers with **20 or more employees** (including both full and part-time employees) on more than 50% of their typical business days in the previous calendar year.

Each employee and spouse who becomes covered under a group health plan subject to COBRA must be provided a general notice describing the right to continuation coverage within 90 days after the date group health plan coverage begins. (This requirement can be satisfied by including the general notice in the plan's summary plan description and giving the SPD to the employee and spouse within this time limit.)

In general, an individual who was covered by a group health plan on the day before a qualifying event (such as termination of employment) may be able to elect COBRA continuation coverage upon a loss of coverage due to the qualifying event. Upon the occurrence of a qualifying event, the plan administrator is required to provide these individuals (called "qualified beneficiaries") with an election notice, generally within 14 days after the administrator receives notice of the qualifying event.



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EPLI May Save Businesses from Costly Lawsuits Continued...



Employment practices liability insurance will reimburse companies for their court fees, judgment amounts and legal defense costs. Legal costs are covered regardless of whether the company wins or loses. If civil criminal fines or punitive damages are included in the incident, the policy will not cover either one. EPLI policies do not cover liabilities that are covered in other types of policies.

In order to prevent lawsuits, all companies should work with their managers and employees to minimize problems in the workplace. Addressing issues before they arise and taking measures to make the company an optimal place to work are two helpful steps to take.

Companies should form good screening and hiring habits when it comes to adding new employees. This will help them avoid possible discrimination lawsuits. To make sure employees are aware of the company's policies against negative practices, place posters in high-traffic areas of the workplace. These posters should clearly outline the company's policies. It is also helpful to send policies to employees via email or written correspondence periodically. In addition to this, the policies should be included in employee handbooks and training manuals. If employees experience problems, they should know what to do next. For example, if an employee is the object of sexual harassment, he or she should know how to report the information and who is in charge of reviewing such reports. Any relevant incidents should be clearly documented by the company.

For more information on EPLI coverage please contact our Commercial Lines Department at 781-235-3100

C&H Welcomes New Employees Continued from page 1...

Scott Brockman joined the Corcoran & Havlin Insurance Group in February 2014 as a Commercial Lines Account Executive. Scott has extensive experience in Financial Services with more than 15 years of industry experience. During his career, Scott has worked with both institutional and retail clientele. Scott works with businesses in identifying exposures and providing risk management solutions. Scott is a graduate of the University of Hartford. He currently lives in Wayland with his wife Alison and two daughters Emme and Bess.



COBRA/CHIP continued from page 3...

CHIP Notice Requirement

Employers that provide coverage in states with premium assistance through Medicaid or the Children's Health Insurance Program (CHIP) must inform employees of potential opportunities for assistance in obtaining health coverage. The employer CHIP notice must be provided annually before the start of each plan year. An employer



- Materials notifying the employee of health plan eligibility;
- Materials provided to the employee in connection with an open season or election process conducted under the plan; or
- The summary plan description.

Additional Information

Corcoran & Havlin Benefits team are experts in COBRA. We provide COBRA administration as a value-added service to our clients. If you are concerned about compliance with new COBRA laws, please contact:

Brian Foley (781) 997-0473 or bfoley@chinsurance.com.

www.chinsurance.com
Phone: (781) 235-3100
Fax: (781) 235-7190

287 Linden Street
Wellesley, MA 02482

