

SECTION D

ELIGIBILITY FOR HEALTH PLAN

07/27/95

SECTION D ASKS MEF(COMPANY) LEVEL QUESTIONS. FOR MEF INTERVIEW, SECTION D WILL FOLLOW SECTION B AND SECTION C WILL BE ASKED ANYTIME AFTER SECTION D IS COMPLETE. UNLESS OTHERWISE SPECIFIED, ALL QUESTIONS ARE ASKED OF MEF, SEF AND COG CASES.

SEGMENT = ELIG

THE DISPLAY BOX IS NOT SHOWN AT THE BOTTOM OF SECTION D SCREENS.

UNASDSP: GLOBAL DISPLAY FOR SECTION D: "union" IF A15=1, ELSE, "association" if A17=1, ELSE, IF A15 and A17=1, " union and association". IF A13 ^= 2, " ".

IF A13=2 and A15 and/or A17=1, DISPLAY1: "They refer to the {UNASDSP} plans your {COMP_ORG} contributes to.", ELSE, " ".

AT_LOCAT: GLOBAL DISPLAY: IF B1 = 2, “ ”, ELSE, “at this location”.

My name is {INTERVIEWER NAME} and I am calling for the United States Department of Health and Human Services regarding a study about health benefits. This study collects information on the cost of providing health benefits to employees. Results will be used to develop estimates of health care spending and to evaluate health care reform.]

DGATE:

The(next/first) few questions ask about eligibility requirements for your health insurance benefits. {DISPLAY1}.

(1)

1. CONTINUE SECTION D WITH {RESPNAME}.
3. GO TO QUESTIONNAIRE MANAGEMENT SCREEN (QMS)
- GT. GO TO RESULT

DISALLOW DK/REF

1 = DGATE, SIZE = N2

ALWAYS ASK D1

D1. As of December 31, 1993, did new employees have to work for a certain length of time before becoming eligible for your {UNASDSP} health insurance plan? Do not include a waiting period your plan may have had for pre-existing conditions.

(1)

1. YES [INCLUDE SOME EMPLOYEES] (D2)
2. NO (D3)

DK/REF GO TO D3

1 = D1, SIZE=N2

ASKED IF D1=1 (EE*S DID HAVE TO WORK FOR A CERTAIN LENGTH OF TIME BEFORE BECOMING ELIGIBLE FOR HEALTH INSURANCE.)

D2. What was the waiting period for new employees before they became eligible for {UNASDSP} health insurance benefits?

(1) (D3)

1. MONTHS (2)
2. WEEKS (3)
3. DAYS (4)
4. FIRST DAY OF NEXT MONTH AFTER EMPLOYMENT/NEXT PAY PERIOD
5. VARIES

DK/REF GO TO D3

1 = D2UNT, SIZE=N2
2 = D2MON, SIZE=N2, HR: 1 TO 99, SR: 1 TO 12
3 = D2WEEK, SIZE=N3, HR: 1 TO 999, SR: 1 TO 52
4 = D2DAY, SIZE=N3, HR: 1 TO 999, SR: 1 TO 365

ALWAYS ASK D3.

D3. Did employees have to work a minimum number of hours per week, per month, or per year to be eligible for your {UNASDSP} health insurance benefits?

[PROBE: Was that per week, per month, or per year?]

(1)

1. YES, PER WEEK (D4)
2. YES, PER MONTH (D4)
3. YES, PER YEAR (D4)
4. NO MINIMUM HOURS (D6)
5. VARIES (D6)

DK/REF GO TO D6

1= D3, SIZE=N2

ASKED IF D3=1, 2, OR 3 (THERE IS A MINIMUM NUMBER OF HOURS WORKED TO BE ELIGIBLE AND IT DOESN'T VARY)

DISPLAY1: "per week" if D3 = 1, "per month" if D3 = 2, ELSE "per year".

SHOW INPUT FIELD 1 IF D3=1, SHOW INPUT FIELD 2 IF D3=2, ELSE SHOW INPUT FIELD 3.

D4. How many hours {DISPLAY1} did an employee have to work to be eligible for your {UNASDSP} health insurance plan?

(1) HOURS PER WEEK (D6)

(2) HOURS PER MONTH (D6)

(3) HOURS PER YEAR (D6)

DK/REF GO TO D5

1 = D4WEEK, SIZE=N2, HR: 1 TO 99, SR: 1 TO 40

2 = D4MON, SIZE=N4, HR: 1 TO 1,000, SR: 1 TO 160

3 = D4YEAR, SIZE=N4, HR: 1 TO 9,999 SR: 1 TO 2,080

ASKED IF D4=DK OR REF (NUMBER OF HOURS WORKED TO BE ELIGIBLE = DK/REF)

DISPLAY1: "per week" if D3=1, "per month" if D3=2, ELSE "per year".

DISPLAY LIST1 IF D3=1, LIST2 IF D3=2, ELSE LIST3

D5. Would you say the minimum number of hours {DISPLAY1} to be eligible for your {UNASDSP} health insurance plan was . . .

LIST 1

(1) (D6)

1. 30 or more,
2. 20 to 29,
3. 10 to 19, or
4. less than 10 hours per week?

LIST 2

(2) (D6)

1. 120 or more,
2. 80 to 119,
3. 40 to 79, or
4. less than 40 hours per month

LIST 3

(3) (D6)

1. 1500 or more,
2. 1000 to 1499,
3. 500 to 999, or
4. less than 500 hours per year?

DK/REF GO TO D6

1 = D5WEEK, SIZE=N2

2 = D5MON, SIZE=N2

3 = D5YEAR, SIZE=N2

ALWAYS ASK D6

D6. As of December 31, 1993, were retirees 65 or older eligible for {UNASDSP} health insurance coverage other than through COBRA or other continuation of benefits laws?

(1) (D7)

1. YES (INCLUDE SOME RETIREES 65 OR OLDER)
2. NO
3. NO RETIREES 65 OR OLDER

DK/REF GO TO D7

1 = D6, SIZE=N2

ALWAYS ASK D7

D7. As of December 31, 1993, were retirees under 65 eligible for {UNASDSP} health insurance coverage other than through COBRA or other continuation of benefits laws?

(1) (D9)

1. YES (INCLUDE SOME RETIREES UNDER 65)
2. NO
3. NO RETIREES UNDER 65

DK/REF GO TO D9

1 = D7, SIZE=N2

ALWAYS ASK D9

D9. Was your {UNASDSP} health insurance plan year the same as the calendar year, or did you have a different plan year?

[PROBE: If there were changes in the {UNASDSP} plan or plans, did they take effect on January 1st or at some other time?]

(1)

1. CALENDAR YEAR (DPY)
2. OTHER (D10BEG)

DK/REF GO TO DPY

1 = D9, SIZE=N2

IF D9 = 1, DK/REF SET:

D10MONA = 1

D10MONB = 12

D10YEARA = 93

D10YEARB = 93

ASKED IF D9=2 (HEALTH INSURANCE PLAN YEAR IS OTHER THAN CALENDAR YEAR)

D10BEG/D10END:

In what month did your {UNASDSP} health insurance plan year...

[THE ONE THAT ENDED BEFORE APRIL 1, 1994]

begin? (1) {MONTH}
end? (2) {MONTH}

- | | | | |
|-------------|----------|--------------|--------------|
| 1. JANUARY | 4. APRIL | 7. JULY | 10. OCTOBER |
| 2. FEBRUARY | 5. MAY | 8. AUGUST | 11. NOVEMBER |
| 3. MARCH | 6. JUNE | 9. SEPTEMBER | 12. DECEMBER |

*SKIP: IF X = 12 or 13 MONTHS, GO TO D10OV1, ELSE,
(X < 12 MONTHS), GO TO D10OV2*

PLAN YEAR CALC: If ending month (2) = 4 through 12, then plan year begins in month (1) in 92 (unless beginning month (1) < ending month (2), in which case the beginning year (3) is 93 and ends in (2) month 93. If ending month (2) = 1 through 3, then plan year begins in month (1) in 93 (unless beginning month (1) < ending month (2), in which case the beginning year (3) is 94) and ends in (2) month 94.

CALC (TEMPORARY VARIABLE):

X (NUMBER OF MONTHS IN PLAN YEAR);

X = (D10MONB - D10MONA) + 1 IF D10MONA < D10MONB, ELSE

X = (D10MONB + 13) - D10MONA

1 = D10MONA, SIZE=N2

2 = D10MONB, SIZE=N2

3 = D10YEARA, SIZE=N2 HR: 92 TO 93 NOTE: ONE D10YEARA WAS ASSIGNED THE VALUE 91 BY DP.

4 = D10YEARB, SIZE=N2 HR: 93 TO 94

{MONTH} - DISPLAY FULL NAME OF MONTH. D10END - DISALLOW DK/REF.

D10BEG: DK/REF SHOW REVERSE VIDEO MESSAGE: [ASK IF THERE IS SOMEONE ELSE WHO COULD PROVIDE THE INFORMATION. CTRL/E TO EXIT.]

ASKED IF X (# OF MONTHS IN NON CALENDAR YEAR PLAN YEAR - SET AT D10BEG/D10END SCREEN)= 12 OR 13 MONTHS FOR PLAN YEAR.

D10OV1:

If I have recorded that correctly, the most recent health insurance plan year that ended before April 1, 1994 began in {D10MONA/D10YEARA} and ended in {D10MONB/D10YEARB}.

Is that correct?

(1)

1. YES (DPY)
2. NO, (D10BEG)
3. NO HEALTH INSURANCE OFFERED DURING THIS TIME PERIOD.
(D8A)

DK/REF GO TO D10BEG

1 = D10OV1, SIZE = N2

SET CCFLAGD1 = 1 IF D10OV1 = 2, DK/REF

ASKED IF X (# MONTHS IN NON CALENDAR YEAR PLAN YEAR - SET AT D10BEG/D10END SCREENS) IS LESS THAN 12 MONTHS.

D10OV2:

If I recorded that correctly, the most recent plan year that ended before April 1, 1994 was only {X} months long and it began in {D10MONA/D10YEARA} and ended in {D10MONB/D10YEARB}.

Is that correct?

(1)

1. YES (DPY)
2. NO, PLAN YEAR IS {Y} MONTHS LONG (DPY)
3. NO, BEGINNING AND/OR ENDING MONTH IS WRONG (D10BEG)
4. NO HEALTH INSURANCE OFFERED DURING THIS TIME PERIOD (D8A)

DK/REF GO TO D10BEG

1 = D10OV2, SIZE = N2

Y = X (# MONTHS IN NON CALENDAR YEAR PLAN YEAR) + 112

SET CCFLAGD1 = 1 IF D10OV2 = 3, DK/REF

ASKED IF D10OV2 = 2 (PLAN YEAR IS GREATER THAN 13 MONTHS)

D10OV3:

Let me verify that the most recent health insurance plan year that ended before April 1, 1994 was {X} months long and began in {D10MONA/D10YEARA} and ended in {D10MONB/D10YEARB}.

Is that correct?

(1)

1. YES(DPY)
2. NO (D10BEG)
3. NO HEALTH INSURANCE OFFERED DURING THIS TIME PERIOD
(D8A)

DK/REF GO TO D10BEG

1 = D10OV3, SIZE = N2

FOLLOWING ARE THE GLOBAL DISPLAYS DESCRIBING PLAN YEAR

PYEND:

PYEND: If $D9 \neq 2$, then "1993", ELSE, if $D9 = 2$, then "the plan year that ended {D10MONB, D10YEARB}."

PLANYEAR: IF $D9 \neq 2$, THEN "", ELSE, IF $D9 = 2$, THEN "plan year".

PLMONYR: D10MONA/D10YEARA TO D10MONB/D10YEARB

SHOW DPY IF $\wedge(D10OV1 = 3 \text{ OR } D10OV2 = 4 \text{ OR } D10OV3 = 3)$ (HEALTH INSURANCE OFFERED DURING THIS TIME PERIOD)

DISPLAY1: PYEND IF $D9 = 2$ (PLAN YEAR OTHER THAN CALENDAR YEAR), ELSE “the January 1993 to December 1993 plan year”.

DPY:

All of the remaining questions that ask about health insurance plans will refer to {DISPLAY1}.

[PRESS RETURN TO CONTINUE] (D8A)

D8A IS ALWAYS ASKED FOR SEFS IN SECTION D AND FOR MEFS IN SECTION C AT THE ESTABLISHMENT LEVEL.

D8A IS LOCATED ON THE ESTAB SEGMENT.

D8A. Previously I recorded that there were {A1} employees {AT_LOCAT} on December 31, 1993.

On the last day of (D10MONE/D10YEARE), did you have the same number of employees, or did you have more or fewer employees?

(1)

1. ABOUT THE SAME (BOX D1)
2. MORE (D8A0V)
3. LESS (D8A0V)

DK/REF GO TO BOX D1.

1 = ESTB.D8A, SIZE = N2

D8AOV IS ASKED FOR SEFS IN SECTION D AND MEFS IN SECTION C AT THE ESTABLISHMENT LEVEL.

DISPLAY1: "more" IF D8A = 2, ELSE "fewer".

D8AOV. About how many {DISPLAY1} employees did you have on the last day of {D10MONB/D10YEARB}?

(1) EMPLOYEES

ALL RESPONSES INCLUDING DK/REF GO TO BOX D1

<i>BOX D1</i>	<i>IF SOURCE ^= 2 (NOT COG) & A13 ^= 2 (COMPANY PROVIDES GROUP INSURANCE) GO TO D8 ELSE, GO TO D11</i>
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1 = ESTB.D8ANUM, SIZE = N7, ATM STYLE, HR: 0 TO 9,999,999, SR; 0 TO 100,000

D8 IS ASKED IF SOURCE ^= 2 (NOT COG) OR A13 ^= 2 (COMPANY DOES PROVIDE GROUP INSURANCE).

D8. Did you pool with other employers, or a multi-employer trust, also called a MET or MEWA, to obtain health insurance for employees in {PYEND}?

(1) (D11)

1. YES
2. NO

DK/REF GO TO D11

1 = D8, SIZE=N2

ASK D11 ALWAYS

D11. I'd also like to ask about other benefits that may have been offered during {PYEND}. Did you offer employees . . .

YES=1, NO=2

paid vacation?	(1)
paid sick leave?	(2)
long-term disability insurance?	(3)
life insurance?	(4)
a retirement or pension plan such as a 401K plan?	(5)

ALL RESPONSES INCLUDING DK/REF GO TO D12

**1 = D11A, SIZE=N2
2 = D11B, SIZE=N2
3 = D11C, SIZE=N2
4 = D11D, SIZE=N2
5 = D11E, SIZE=N2**

ASK D12 ALWAYS

D12. Did you offer a flexible spending account as an employee benefit during {PYEND}?

[PROBE: That is, an account in which employees use pretax dollars to pay their share of the health insurance costs or to buy other benefits.]

[A CAFETERIA PLAN DOES NOT NECESSARILY INCLUDE A FLEXIBLE SPENDING ACCOUNT.]

(1)

1. YES
2. NO

ALL RESPONSES INCLUDING DK/REF: IF D10OV1 = 3 OR D10OV2 = 4 OR D10OV3 = 3 (NO HEALTH INSURANCE OFFERED DURING THIS TIME PERIOD) SHOW SCREEN ACLOSE1 "Thank you. That*s all the questions I have at this time.", SET ESTBRSLT = CZ, AND EXIT, ELSE, GO TO RESPONDENT*S NEXT SECTION

1 = D12, SIZE=N2

SECTION D APPENDIX

ELIG.D2 *Employee waiting period for insurance eligibility*

When the waiting period was X number of days and then first of the following month, then the number of days was coded. If the waiting period differed depending on the status of the employee, for example hourly or salaried employees, the waiting period was coded as "varies".

PLAN.PYBMON *Plan level, beginning month of plan year*

Variable added.

Values:

- 1 Default, the beginning month for this plan is the same as D10MONA
- 1 - 12 Beginning month of the plan year

PLAN.PYBYEAR *Plan level, beginning year of plan year*

Variable added.

Values:

- 1 Default, the beginning year for this plan is the same as D10YEARA
- 92 - 94 Beginning year of the plan year

PLAN.PYEMON *Plan level, ending month of plan year*

Variable added.

Values:

- 1 Default, the ending month for this plan is the same as D10MONB
- 1 - 12 Ending month of the plan year

PLAN.PYEYEAR *Plan level, ending year of plan year*

Variable added.

Values:

- 1 Default, the ending year for this plan is the same as D10YEARB
- 93 - 95 Ending year of the plan year

ELIG.D10OV1 *Plan year verification (plan year is 12 months)*

New value:

- 3 No health insurance offered during this time period

Note: This resulted in a new ESTBRSLT = CZ.

ELIG.D10OV2 *Plan year verification (plan year is less than 12 months)*

New value:

- 4 No health insurance offered during this time period

Note: This resulted in a new ESTBRSLT = CZ.

ELIG.D10OV3 *Plan year verification (plan year is more than 12 months)*

New value:

- 4 No health insurance offered during this time period

Note: This resulted in a new ESTBRSLT = CZ.

ELIG.D8 *Pool with MET or MEWA?*

If notes indicated that a plan was a MET or MEWA plan, then the flag PLAN.METMEWA to 1 (plan is a MET or MEWA plan) but D8 was not updated.

