

HPN/SHL COVID-19 Updates Active at Work and Rehire Provision



Group Enrollment Agreement: Active at Work Provision

Effective immediately, Health Plan of Nevada (HPN) and Sierra Health and Life (SHL) will temporarily suspend the "Active at Work" provisions found within our Group Enrollment Agreements for currently covered employees so long as the regularly scheduled premium payment is made. HPN/SHL will provide additional updates with respect to this temporary suspension as needed.

Rehire Provision

Please review the following information regarding probationary period/waiting period for rehired employees.

For groups with rehire provisions, we will continue to honor and enforce the group's provisions.

For groups without rehire provisions, effective immediately, HPN/SHL will temporarily change to the following rehire provisions:

- If a person is rehired within 31 days, they will be reinstated back to date of loss.
- If a person is rehired in 32-92 days, they will not be subject to a probationary period and will be effective on the date of rehire or first of the month following the rehire date, depending on the policy.
- If a person is rehired after 92 days, the standard probationary period will apply.

For questions about these temporary changes, please contact your Group Services representative.



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