RESOLUTION 2021 D

SUBJECT: Decoupling Health Insurance Coverage from Employment Status to Improve Health Access

SUBMITTED TO: Michigan Osteopathic Association House of Delegates

SUBMITTED BY: Oakland County Osteopathic Medical Association

REFERRED TO: Public Affairs

Recommendation from Committee: Approve with Amendments

ACTION AT MOA HOD: REFERRED TO MOA FINANCE COMMITTEE FOR COST ANALYSIS

1 Whereas, the US has historically relied on a private market health care system that emerged post WWII due to a 1943 IRS rule that employer-based health insurance should be exempt from taxation; and

2 Whereas, this rule has developed into the current system making employers responsible for payments of health insurance coverage; and

3 whereas, the COVID-19 pandemic has left a large swath of the population vulnerable to losing health care coverage because it is reliant on their continued employment; and

4 Whereas, many people experience “job lock” which is considered dependency on employment with fear of leaving their current jobs for better opportunities because exchanging their current health coverage for an alternative to their employer’s sponsored plan might be worse than what they currently have¹; and

5 Whereas, due to the COVID-19 pandemic 12 Million people in the US have lost employer sponsored health coverage²; and

6 Whereas, the Commonwealth fund reports that small businesses reviewed through 2019, despite a healthy economic period, have rising health care costs, representing a major burden for small-business owners; and

7 Whereas, most businesses are taking steps to cut these costs and would look favorably upon policy changes that would help curb the cost of providing health care coverage to their employees, concluding that, “The weight of health coverage and costs threatens the competitiveness of small businesses, with many health policy solutions that would help small businesses.” (3); and

8 Whereas, the US population and economy thrives when a strong, healthy, prepared, and labor-ready workforce affords workers the opportunity to succeed with equitable health coverage less the fear of finding improved employment; and

9 Whereas, non-employer sponsored health care coverage provides the population with the ability to attain their optimal health, thereby maintaining a population that is employment and mobility ready; and

5/27/21
Whereas, this reform may help many Americans thrive by enhancing the viability of small businesses while reducing overall crippling medical costs; therefore, be it Resolved, that the Michigan Osteopathic Association (MOA) has the MOA insurance committee investigate decoupling health insurance coverage from employment status and benefits including potential (intended and unintended) consequences; and, be it further Resolved, that the MOA develops a comprehensive report over the next year with the aim of working to ensure equitable health care access for all persons that is independent of employment status and benefits to be presented at the next annual moa house of delegates; and be it further Resolved, that if subsequently adopted by the MOA, that this resolution is appropriately forwarded to the American Osteopathic Association to consider further adoption and making this a national advocacy priority.

Resources: