



To: All Providers
From: Cindy Ehlers, MS, LCMHC
Chief Operations Officer
Date: January 3, 2025
Subject: Statewide Implementation of Mental Health Parity and Addiction Equity Act

NEW

STATEWIDE IMPLEMENTATION OF MENTAL HEALTH PARITY AND ADDICTION EQUITY ACT

The purpose of this memo is to provide an overview of the Mental Health Parity and Addiction Equity Act (MHPAEA) and share that Trillium intends to work with Alliance, Partners and Vaya to collaborate to operationalize its requirements in North Carolina in a standardized manner that eases administrative burdens on providers and ensures we receive and consider their feedback. Below is important information for providers to know as we launch this new work.

WHAT PARITY MEANS:

-  **Equal Access:** No limitations or restrictions on MH/SUD benefits compared to other covered services regarding copays, deductibles, out-of-pocket maximums, treatment limitations, or prior authorization requirements.
-  **Benefit Design:** MH/SUD benefits are structured with comparable coverage levels, including an adequate network of providers and treatment options the same as other medical services.

IMPORTANT POINTS TO REMEMBER:

Provider Network: Our network includes qualified MH/SUD providers with a wide range of treatment options.

Prior Authorization: Certain MH/SUD services will not require prior authorization until LME/MCOs can standardize evaluation criteria, consistent with medical/surgical services.

- 🌱 **Patient Communication:** All members will be informed about their rights related to mental health parity and encouraged to contact their health plan any questions regarding access to MH/SUD services.

NEXT STEPS:

Review of Policies: North Carolina LME/MCOs will review and update their policies and procedures to reflect parity compliance.

Training: Training sessions will be provided to all employees, providers and stakeholders on parity requirements and implementation details.

Monitoring: The Tailored plans will regularly monitor utilization and claims data to ensure parity compliance and address any potential concerns.

CONTACT INFORMATION:

If you have any questions regarding parity compliance, please contact Trillium at Info@TrilliumNC.org.

We are committed to providing comprehensive and accessible mental health and substance use care for all Tailored Plan and Medicaid Direct members. We are working on a joint process to collect feedback from our stakeholder community to ensure our collaborative approach is standardized for providers and members, and we meet the highest standards of parity.

NEED TO REPORT FRAUD, WASTE AND ABUSE?

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