

This material is intended for congregations/organizations not participating with The Episcopal Church Medical Trust. You may wish to review the information with your benefits administrator or legal counsel prior to using.

New Health Insurance Marketplace Coverage Options: Frequently Asked Questions for Episcopal Church Employees Not Participating in the Episcopal Church's Denominational Health Plan

The Patient Protection and Affordable Care Act (ACA), which is sometimes referred to as "healthcare reform," provides a new option for buying healthcare coverage. Under the ACA, states have the option to establish their own Health Insurance Marketplace (Marketplace) through which individuals residing within that state may apply for private health insurance and enroll in a state health plan. Individuals who live in states not offering a state Marketplace will access the federal Marketplace. Individuals may apply for private health insurance and enroll in a health plan beginning November 15, 2014, with coverage starting January 1, 2015.

The Model Notice given to you by your employer provides more information about the Marketplace and options that may become available to you. You can get more information to help you evaluate our coverage options and eligibility for a premium tax credit, as well as information specific to your state's Marketplace, at www.healthcare.gov.

Why am I receiving this notice?

The ACA requires employers to notify their new employees of the existence of the Marketplace.

Do I have to get my health coverage through the Marketplace?

No. You may continue to be covered by your current health plan. The Marketplace is just one of the options available to you for coverage. Because the Marketplace is a new option, the ACA requires your employer to let you know about it.

Am I eligible for a premium tax credit?

Premium tax credits are available only to individuals who purchase healthcare coverage through the Marketplace. However, an individual with access to employer-provided healthcare coverage that meets minimum value criteria and whose contribution for the lowest-cost single coverage option does not exceed 9.56% of his or her household income will not be eligible for a premium tax credit. Premium tax credits will be based on the cost of the second-lowest Marketplace "silver" plans.

Your employer can tell you whether the insurance plan it offers meets minimum value and can provide you with information to determine if the plan is considered affordable to you.

What should I do if I decide to purchase health coverage through the Marketplace?

With most job-based health insurance plans, your employer may pay a portion of your premiums and your contribution towards the premiums is most likely made on a pre-tax basis. If you choose a Marketplace plan instead, your employer cannot make a tax-free contribution to your premiums and your contribution cannot be made on a pre-tax basis. You should consider this carefully before comparing Marketplace plans. If you wish, you can apply directly to the Marketplace. You will need the Model Notice given to you by your employer to apply to the Marketplace.

How can I get more information?

For more information about your coverage, please contact your group benefits administrator or health insurance carrier.

Please note that this document is provided for informational purposes only and should not be viewed as legal, tax or other advice. Please consult with your own professional advisor for further guidance. This information is current as of April 2015 and does not reflect any guidance issued on or after such date.