

# **IMPORTANT NOTICE**

## **New Health Insurance Marketplace Coverage Options and Your Health Coverage**

An important provision of The Patient Protection and Affordable Care Act (PPACA) is the establishment, effective January 1, 2014, of health insurance exchanges or marketplaces where individuals can go to purchase insurance. In compliance with the rules of the PPACA, Montefiore is providing you with the following information about the Health Insurance Marketplace. This notice provides some basic information about the new Marketplace and employment-based health coverage offered by Montefiore-sponsored group health plans.

### ***What is the Health Insurance Marketplace?***

The Marketplace is designed to assist individuals, who may not be eligible for employer-provided health insurance, to compare and evaluate, through "one-stop shopping," private health insurance options for themselves and their family and to find health insurance that meets their needs and fits their budget. Individuals may also be eligible for a new kind of tax credit that lowers their monthly premium right away.

Open enrollment for health insurance coverage through the Marketplace begins in October 2013 for coverage starting as early as January 1, 2014.

### ***Can an individual save money on his or her Health Insurance Premiums in the Marketplace?***

Individuals may qualify to save money and lower their monthly premium, but only if their employer does not offer coverage, or offers coverage that doesn't meet certain standards. The premium savings that an individual is eligible for depends on his or her household income.

### ***Does the fact that associates are offered health coverage through Montefiore affect their eligibility for premium savings through the Marketplace?***

Yes. The law provides that if an individual has an offer of health coverage from his or her employer that meets certain standards, as Montefiore's coverage does, he or she will not be eligible for a tax credit through the Marketplace and may wish to enroll in their employer's health plan.

However, individuals may be eligible for a tax credit that lowers their monthly premium, or a reduction in certain cost-sharing, if their employer does not offer coverage at all or does not offer coverage that meets certain standards.

Specifically, if the cost of a plan for "employee only" (not family) coverage is more than 9.5% of an individual's household income for the year, or if the coverage an employer provides does not meet the "minimum value standard" set by the Affordable Care Act, the individual may be eligible for a tax credit. An employer-sponsored health plan meets the "minimum value standard" if the plan's share of the total allowed benefit costs covered by the plan is no less than 60 percent of such costs (Section 36B(c)(2)(C)(ii) of the Internal Revenue Code of 1986). Montefiore's plans meet this standard.

The law also provides that if an individual purchases a health plan through the Marketplace instead of accepting health coverage offered by their employer, then they may lose the employer contribution (if any) to the employer-offered coverage. As indicated above, if you buy insurance in the Marketplace, Montefiore will no longer make contributions on your behalf.

Also, in the case of Montefiore, this employer contribution, as well as your employee contribution to employer-offered coverage, is excluded from income for Federal and State income tax purposes. In contrast, payments for coverage through the Marketplace are made on an after-tax basis.

### ***Is there a penalty if I don't have any health insurance coverage?***

The law requires every individual to have health insurance or pay a tax penalty. The penalty in 2014 is 1% of your yearly income or \$95 per person for the year, whichever is higher. In 2014 the penalty for uninsured children is \$47.50 per child. The most a family would have to pay is \$285.

The penalty increases every year. In 2016 it will be 2.5% of income or \$695 per person, whichever is higher.

### ***What Do I Need to Do?***

***You don't need to do anything***, unless you're interested in Marketplace coverage.

If you want to continue your coverage through Montefiore, **you don't need to take further action.**

# New Health Insurance Marketplace Coverage Options and Your Health Coverage

## PART B: Information about Health Coverage Offered by Montefiore

This section contains information about any health coverage offered by Montefiore. If you decide to complete an application for coverage in the Marketplace, you will be asked to provide this information. The numbered sections correspond to the Marketplace application.

Montefiore Information	Detail
3. Employer Name	Montefiore Medical Center
4. Employer Identification Number (EIN)	13-1740114
5. Employer Address	111 East 210th Street
6. Employer Phone Number	<b>1-718-920-4321</b>
7. City	Bronx
8. State	NY
9. ZIP Code	10467-2490
10. Who can we contact about employee health coverage at this job?	Human Resource Benefits Office
11. Phone Number	<b>1-914-378-6531</b>
12. Email Address	HRBenefits@montefiore.org

Here is some basic information about health coverage offered by Montefiore:

- Montefiore offers coverage to all full-time as well as part-time associates who work at least 50% of the normal full-time schedule for their position. Montefiore also offers coverage to the eligible dependents of such eligible associates. Eligible dependents are defined as legally married spouses, associate's children through the end of the year they reach age 26, and qualified domestic partners. Please refer to your SPD for further details
- The coverage Montefiore offers to eligible associates meets the minimum value standard, and the cost of this coverage is intended to be affordable, based on associate wages. Note: *Even if Montefiore intends your coverage to be affordable, you may still be eligible for a premium discount through the Marketplace. The Marketplace will use your household income, along with other factors, to determine whether you may be eligible for a premium discount. If, for example, your wages vary from week to week (perhaps you are an hourly associate or you work on a commission basis), if you are newly employed mid-year, or if you have other income losses, you may still qualify for a premium discount.*

If you decide to shop for coverage in the Marketplace, [www.HealthCare.gov](http://www.HealthCare.gov) will guide you through the process.

***For more information about:***

- The Marketplace and Marketplace coverage options, visit [www.HealthCare.gov](http://www.HealthCare.gov) or contact the Help Center at 1-800-318-2596. TYY users should call 1-855-889-4325.
- Montefiore coverage including eligibility and pricing information, contact the HR-Benefits Office by email at [montebenefits@montefiore.org](mailto:montebenefits@montefiore.org) or call 1-914-378-6531.
- Keep the attached information because it has information you'll need to enroll in Marketplace coverage.