

# New Health Insurance Marketplace Coverage Options and Your Health Coverage

The Patient Protection and Affordable Care Act (PPACA) requires the college to issue a notice to all employees informing them that they can purchase medical coverage from the new Health Insurance Marketplace. This coverage option is in addition to any college sponsored 2014 medical coverage for which you may qualify.

## PART A: General Information

Key parts of the health care law took effect in 2014, creating a new way to buy health insurance: the Health Insurance Marketplace. To assist you as you evaluate options for you and your family, this notice provides some basic information about the new Marketplace and employment-based health coverage offered by your employer.

### What is the Health Insurance Marketplace?

The Marketplace is designed to help you find health insurance that meets your needs and fits your budget. The Marketplace offers “one-stop shopping” to find and compare private health insurance options. You also may be eligible for a new kind of tax credit that lowers your 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 I save money on my health insurance premiums in the Marketplace?

You may qualify to save money and lower your monthly premium, but only if your employer does not offer coverage, or offers coverage that doesn't meet certain standards. The savings on your premium that you're eligible for depends on your household income.

### Does employer health coverage affect eligibility for premium savings through the Marketplace?

Yes. If you have an offer of health coverage from your employer that meets certain standards, you will not be eligible for a tax credit through the Marketplace and may wish to enroll in your employer's health plan. However, you may be eligible for a tax credit that lowers your monthly premium, or a reduction in certain cost-sharing, if your employer does not offer coverage to you at all or does not offer coverage that meets certain standards. If the cost of a plan from your employer that would cover you (and not any other members of your family) is more than 9.5 percent of your household income for the year, or if the coverage your employer provides does not meet the “minimum value” standard set by the Affordable Care Act, you may be eligible for a tax credit.<sup>1</sup>

**Note:** If you purchase a health plan through the Marketplace instead of accepting health coverage offered by your employer,

you may lose the employer contribution (if any) to the employer-offered coverage. Also, this employer contribution—as well as your employee contribution to employer-offered coverage—is often excluded from income for federal and state income tax purposes. Your payments for coverage through the Marketplace are made on an after-tax basis.

### How can I get more information?

For more information about your coverage offered by your employer, please check The Ohio State University Faculty and Staff Health Plans Specific Plan Details Document, available at [hr.osu.edu/hrpubs/ben/medicalsdpd.pdf](http://hr.osu.edu/hrpubs/ben/medicalsdpd.pdf), or contact Central Ohio Technical College's Office of Human Resources at 740-364-9550.

The Marketplace can help you evaluate your coverage options, including your eligibility for coverage through the Marketplace and its cost. Please visit [HealthCare.gov](http://HealthCare.gov) for more information, including an online application for health insurance coverage and contact information for a Health Insurance Marketplace in your area.

<sup>1</sup> 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.

## Q & A

### What do I need to do?

Nothing, unless you wish to purchase coverage through the Health Insurance Marketplace.

### Does the Marketplace replace my coverage under The Ohio State University Faculty and Staff Health Plan?

No. The Ohio State University Faculty and Staff Health Plan will continue to be available to eligible employees.

### Why was the Marketplace created?

Primarily to allow individuals who don't have access to affordable medical insurance the opportunity to buy coverage for themselves or their families.

**PART B: Information about Health Coverage Offered by Your Employer**

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

|   |  |                      |
|---|--|----------------------|
| 3. Employer name<br>Central Ohio Technical College  | 4. Employer Identification number (EIN)<br>31-0802020    |                      |
| 5. Employer address<br>1179 University Drive  | 6. Employer Phone number<br>740-364-9550 OR 740-366-9367 |                      |
| 7. City<br>Newark   | 8. State<br>OH   | 9. ZIP code<br>43201 |
| 10. Whom can we contact about employee health coverage at this job<br>Office of Human Resources, Human Resources Generalist |  |                      |
| 11. Phone number (if different from above)  | 12. Email address<br>abbott.123@osu.edu                  |                      |

**Basic information about health coverage offered by this employer:**

- As your employer, we offer a health plan to:
  - All employees.
  - Some employees. Eligible employees are described in The Ohio State University Faculty and Staff Health Plans Specific Plan Details Document, available at [hr.osu.edu/hrpubs/ben/medicalsdpd.pdf](http://hr.osu.edu/hrpubs/ben/medicalsdpd.pdf).
- With respect to dependents:
  - We do offer coverage. Eligible dependents are described in The Ohio State University Faculty and Staff Health Plans Specific Plan Details Document, available at [hr.osu.edu/hrpubs/ben/medicalsdpd.pdf](http://hr.osu.edu/hrpubs/ben/medicalsdpd.pdf).
  - We do not offer coverage.

If checked, this coverage meets the minimum value standard.

If you decide to shop for coverage in the Marketplace, **HealthCare.gov** will guide you through the process.

**Will I save money if I get health insurance through the Marketplace?**

It depends on your individual situation. The college pays for a portion of medical coverage under The Ohio State University Faculty and Staff Health Plan for many employees, which significantly reduces the cost of coverage. If you purchase insurance in the Marketplace, no portion of that premium will be paid by the college, even if you are eligible for a university plan.

**I currently have coverage through my parent's plan, the Ohio State Student Health Insurance Plan or a government program. What do I need to do?**

You don't have to change your current coverage. The Marketplace is simply another option.

**I am not eligible for coverage through the college. Should I check out the Marketplace coverage?**

Yes. If you are ineligible for coverage under The Ohio State University Faculty and Staff Health Plan, consider your available options through the Marketplace.

**Where do I get more information?**

For information on the Marketplace, call **800-318-2596**, or visit [healthcare.gov](http://healthcare.gov). The website includes information on the plans available in each state. **Keep the enclosed notice** because it has information you will need to apply for coverage through the Health Insurance Marketplace.