Question and Answer for Health Care Exchange Notice

Q1. Why are you receiving this notice?

Answer: Under the Patient Protection and Affordable Care Act (PPACA) employers must provide all employees and new hires with a written notice of the availability of a new Health Insurance Marketplace or Exchange that is available in your state.

The notice enclosed is designed to alert certain employees of a new option available to purchase insurance in the Health Insurance Marketplace.

Q2. Does this mean I am going to lose my group plan through my employer?

Answer: The creation of a health insurance exchange does not mean you are losing your group plan. The health insurance exchange is another option available for individuals. Even though benefits do change with employers, the existence of the health insurance exchange does not mean employers cannot continue to offer group medical insurance. Your employer will communicate any changes that may come.

Q3. What is a Health Insurance Marketplace (Exchange)?

Answer: The Health Insurance Marketplace (Exchange) is a marketplace where consumers may shop for health insurance that meets their needs and fits their budget. It is an alternative to insurance you may have available to you through an employer. You will be able to fill out an application or fill out a form online, compare coverage, and select an option.

Individuals can enroll as early as October 1, 2013 for coverage starting in January 1, 2014.

A tax credit (or subsidy) may be eligible for individuals to help lower monthly insurance premiums based on their household income. However, if you are offered affordable coverage from your employer, you will not be eligible for a tax credit or subsidy.

Q4. If I am on the group health plan through my employer will I receive a tax credit or subsidy on the Health Insurance Marketplace?

Answer: No. If your employer offers group medical coverage and meets certain standards you will not be eligible for any tax credit or subsidy on the Health Insurance Marketplace.

Q5. What happens if I choose to purchase a health plan through the Marketplace instead of accepting coverage by my employer?

Answer: You may lose employer contribution to the group plan by purchasing insurance on the Marketplace. Remember, your employee premium contributions (if any) that are made through your employer sponsored group coverage are often excluded from income, Federal, and State income taxes. Payments made through the Marketplace are made on an after-tax basis.

Q6. If I have additional questions on the Marketplace or do not have group coverage and wondering if I qualify for a subsidy where can I go?

Answer: Please visit HealthCare.gov for more information. You may also call 1-800-318-2596.