

New Health Insurance Marketplace Coverage Options and Your Health Coverage

PART A: General Information

When key parts of the health care law took effect in 2014, additional ways to buy health insurance were implemented: 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 may also be eligible for a new kind of tax credit that lowers your monthly premium right away.

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% 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.¹

Note: If you purchase a health plan through the Marketplace instead of accepting health coverage offered by your employer, then 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 your summary plan description or contact HRBenefits@esboces.org. The Marketplace can help you evaluate your coverage options, including your eligibility for coverage through the Marketplace and its cost. Please visit HealthCare.gov for more information, including an online application for health insurance coverage and contact information for a Health Insurance Marketplace in your area.

¹ 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.

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 Eastern Suffolk BOCES		4. Employer Identification No. 11-6000-129
5. Employer address 201 Sunrise Highway		6. Employer Phone Number (631) 687-3180
7. City Patchogue	8. State NY	9. Zip Code 11772
10. Who can we contact about employee health coverage at this job? Marysue DiLeva, Employee Benefits Supervisor		
11. Phone number (if different from above)	12. email address HRBenefits@esboces.org	

Health Coverage Eligibility and Terms

Eastern Suffolk BOCES offers health coverage to most benefit eligible employees and their dependents. The terms of eligibility and cost of coverage vary depending upon:

- an employee's position (e.g., BEES Educators - Para, UPSEU, CSEA, etc.);
- hours worked (e.g., full-time or part-time status); and
- if the individual is eligible for comparable coverage under another group health plan.

For example, Eastern Suffolk BOCES does not offer health coverage to per diem employees. To review the eligibility provisions and cost of coverage which apply to you, please refer to your collective bargaining agreement, employment contract, or contact HRBenefits@esboces.org.

Minimum Value and Affordability

As of October 1, 2014, the health coverage offered by **Eastern Suffolk BOCES meets the minimum value standard**, and the cost of this coverage to you is intended to be affordable, based on employee wages.

** Even if Eastern Suffolk BOCES 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 employee 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 need coverage or want to find out if you can get a tax credit to lower your monthly premiums, Healthcare.gov or the Marketplace @ www.nystateofhealth.ny.gov will guide you through the process.

Note

This Notice provides a brief summary of certain aspects of the health coverage offered by Eastern Suffolk BOCES. In the event of a conflict between the provisions of this Notice and the terms of the official group health plan documents (which include collective bargaining agreements), the official health plan documents shall govern.