Office of Human Resources

**Affordable Health Care Act (ACA) Acknowledgement**

My signature heron acknowledges that:

1. I have received a copy of the "Options and Your Health Coverage" notice.
2. I have read the notice.
3. I understand that the Health Insurance Marketplace is available at www.healthcare.gov and can be used to locate and enroll in private insurance.
4. I may contact the Marketplace at 1-800-318-2596 or (TTY: 1-855-889-4325).
5. If I choose to enroll in a Marketplace plan, I acknowledge that
    a. I am 100% responsible for premium costs;
    b. My payments for insurance coverage through the marketplace are; and,
    c. I may be eligible for a premium tax credit, which subsidizes the Marketplace insurance costs, depending on my household size, income, and whether I qualify for insurance through the Office of Group Benefits (OGB).

If I have questions or concerns, I may contact the Office of Human Resources at hr@suno.edu to schedule a one-on-one consultation with a Benefit Coordinator.

_____ _____

Employee Signature Date

_____

Employee Printed Name

# New Health Insurance Marketplace Coverage Options and Your Health Coverage

Form Approved
OMB No. 1210-0149
(expires 6-30-2023)

## PART A: General Information

When key parts of the health care law take effect in 2014, there will be 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 may also 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% 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 _____.

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 | 4. Employer Identification Number (EIN) |
|---|---|
| SOUTHERN UNIVERSITY AT NEW ORLEANS | |
| 5. Employer address | 6. Employer phone number |
| 6400 PRESS DRIVE | 504-286-5273 |

| 7. City | 8. State | 9. ZIP code |
|---|---|---|
| NEW ORLEANS | LA | 70126 |

10. Who can we contact about employee health coverage at this job?

Bernette Taylor, Director of HR

| 11. Phone number (if different from above) | 12. Email address |
|---|---|
| | hr@suno.edu |

Here is some basic information about health coverage offered by this employer:

- As your employer, we offer a health plan to:
  - ☐ All employees. Eligible employees are:
  - ☑ Some employees. Eligible employees are:

    All full-time employees of Southern University at New Orleans.
- With respect to dependents:
  - ☑ We do offer coverage. Eligible dependents are:

    An eligible dependent is a legal spouse or children until they reach age 26.

    Children are defined as: 1) Natural child of employee or legal spouse; 2) Legally adopted child of the employee or legal spouse; 3) Child by court ordered legal guardianship or court ordered custody; 4) Child placed by adoption
  - ☐ We do not offer coverage.

☑ If checked, this coverage meets the minimum value standard, and the cost of this coverage to you is intended to be affordable, based on employee wages.

** Even if your employer 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 decide to shop for coverage in the Marketplace, HealthCare.gov will guide you through the process. Here's the employer information you'll enter when you visit HealthCare.gov to find out if you can get a tax credit to lower your monthly premiums.