

New Health Insurance Marketplace Coverage Options and Your Health Coverage

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. If you enroll in your employer-offered coverage, you are not eligible for a tax credit even if the health coverage from your employer does not meet the standards.

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 UVA HR Solution Center at 434.243.3344.

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

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 Rector and Visitors of The University of Virginia	4. Employer Identification Number (EIN) 54-6001796	
5. Employer address 2420 Old Ivy Road PO Box 400127	6. Employer phone number 434.243.3344	
7. City Charlottesville	8. State VA	9. ZIP code 22904-4127
10. Who can we contact about employee health coverage at this job? UVA HR Solution Center		
11. Phone number (if different from above)	12. Email address askHR@virginia.edu	

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

- As your employer, we offer a health plan to some employees. Eligible employees are:
 - Full-time salaried employees and faculty;
 - Part-time salaried Academic Division employees and faculty who are scheduled to work at least 20 hours per week; or
 - Part-time Medical Center employees who have either signed a Flexible Spending Agreement or are scheduled to work at least 20 hours per week.
 - Beginning January 1, 2014, wage employees who worked an average of 30 hours or more per week during their lookback period as defined by the Affordable Care Act (ACA) will be offered health coverage in accordance with the ACA.
- With respect to dependents, we do offer coverage. Eligible dependents are:
 - Spouses recognized as legally married in Virginia who have no access to affordable health care coverage of minimum value through their employer;
 - Dependent children through the end of the month in which they turn 26 including your children by birth or adoption, children placed with you for adoption, children for whom you are the legal parent through a surrogate contract, stepchildren, and foster children; or
 - Unmarried dependent child(ren) of any age who live at home, are declared as dependents on your income tax return and are permanently and totally disabled.
- ***Coverage offered by the University of Virginia 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.