Dear Employee,

As your employer, we are required to send you the enclosed notice: *New Health Insurance*

*Marketplace Coverage Options and Your Health Coverage*. This notice has been prepared by the U.S. Department of Labor to inform employees nationwide about new health insurance options offered as a provision of the Affordable Care Act (ACA, i.e., the federal health care reform legislation). *We have customized information on page 2 (and page 3, if applicable) regarding your health coverage and eligibility—****please read the enclosed document carefully***.

Under ACA, the Health Insurance Marketplaces (previously called “exchanges”) went into effect **January 1, 2014**. Open enrollment through the Marketplaces began October 1, 2013.

**Important**

We are required to provide this notice to you based on your employment. This notice does not imply that you are necessarily eligible for the employer health plan. If you have questions regarding eligibility for the employer health plan, please contact me.

*If you currently are* ***eligible*** *for employer-sponsored health coverage (HealthFlex), no action is required.* You will continue to be eligible for health insurance through your employer in 2020-2021.

• You also have the option to purchase health insurance through the Marketplace, instead of receiving coverage through your employer. **Please** **note**: If you choose this option, you will lose any contribution that your employer might have made toward your monthly premium payments. ***You would be responsible for paying the full premium for Marketplace coverage***. Further, if you choose this Marketplace option, you will not be eligible for government assistance (premium tax credit, PTC) for Marketplace coverage—unless your employer-sponsored coverage is not affordable to you.

o Under the ACA, coverage is “unaffordable” if the cost to you for premiums for self-only coverage is more than 9.5% of your household income (“adjusted gross income” or “taxable income” as reported on your federal income tax form).

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If you currently are ***not*** ***eligible*** for employer-sponsored health coverage, the following scenarios apply:

• You now have the option to purchase health insurance through the Marketplace. Please see “About the Health Insurance Marketplace” below and visit [www.healthcare.gov](http://www.healthcare.gov) for more information.

• Your employer *might* choose to expand eligibility rules and offer you insurance in 2020-2021. (For example, the employer might expand coverage to part-time employees.) **If this occurs, you would receive a separate notice informing you about new insurance availability.**

 **About the Health Insurance Marketplace**

• Depending on where you live, you can access either a state-based or federal-based Marketplace. See [www.healthcare.gov](http://www.healthcare.gov) (“Individuals and Families”) for information specific to your state.

o If you purchase health coverage through a state or federal Marketplace, you may be eligible for a premium tax credit to help you pay monthly premiums (i.e., the amount you pay each month for health insurance). Premium tax credits are based on income level and family size. To qualify, your household income (“adjusted gross income” or “total income” on your federal income tax form) must be between 100% and 400% of the federal poverty level (up to $51,040 per individual or up to $104,800 for a family of four in 2020).

o Open enrollment for the Marketplaces began October 1, 2013.

o Find information about your state Marketplace, PTCs and enrollment at [www.healthcare.gov](http://www.healthcare.gov).

The Dakotas Conference continues to offer health coverage through HealthFlex to categories of employees as indicated on Page 2 (all full-time appointed clergy are required to participate) of the “*New Health Insurance Marketplace Coverage Options and Your Health Coverage*” enclosed.

You can read more about provisions of the Affordable Care Act as it applies to United Methodist Church employers on Wespath Benefits and Investments health care reform web page [www.wespath.org](http://www.wespath.org); search under “**Health Care Reform**.” General information is available at [www.healthcare.gov](http://www.healthcare.gov).