



## New Health Insurance Marketplace Coverage Options and Your Health Insurance

### 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 The Research Foundation for the State University of New York (RF).**

#### 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?

Because the RF offers a significant contribution to a high quality health plan for eligible employees, you would not be eligible for a subsidy from the government to purchase health insurance in the Marketplace, unless you are not eligible for coverage under an RF plan.

#### 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. **Health plan coverage offered by the RF meets the minimum value requirement.**

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 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 visit the RF Benefits Web site at [www.rfsuny.org/benefits](http://www.rfsuny.org/benefits) or contact your campus benefits office

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



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### Part B: Information About Health Coverage Offered by Your Employer

This section contains information about any health coverage provided by the Research Foundation (RF). 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 <b>The Research Foundation for the State University of New York</b>	4. Employer Identification Number (EIN) <b>14-1368361</b>	
5. Employer Address <b>35 State Street</b>	6. Employer phone number <b>(518) 434-7000</b>	
7. City <b>Albany</b>	8. State <b>NY</b>	9. ZIP Code <b>12207</b>
10. Who can we contact about employee health coverage at this job? <b>Benefits Manager</b>		
11. Phone Number (if different than above) <b>(518) 434-7101</b>	12. Email address <b>benefits@rfsuny.org</b>	

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

- We offer a health plan to some employees. Eligible employees are:
  - Graduate student employees of the RF with an annual salary of at least \$4,122.
  - Regular and Postdoctoral employees working at least 50% of full-time effort.
- We offer coverage to the following groups of dependents:
  - Spouses (same and opposite-sex), children to age 26 (or older if disabled), domestic partners (and their children if dependent on you for more than half of their support).
- 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](http://HealthCare.gov) will guide you through the process.*