

Date: September 25, 2013
To: All state employees
From: State of Minnesota
RE: **Marketplace Coverage Options and Your Health Coverage**



*The State of Minnesota, as your employer, is required to provide you this notice that explains your options for purchasing coverage through a Marketplace and provides certain information to help you evaluate your eligibility for coverage through a Marketplace. **If you receive the full employer contribution through your state employment it is unlikely you (or your tax dependents that are eligible for coverage through your state employment) will qualify for a tax credit or Minnesota Care. If you receive a partial employer contribution through your state employment it is possible that you (or your tax dependents) may qualify for a tax credit or a subsidy through a Marketplace.** The information below will help you obtain the information and resources necessary to assist in your evaluation of your options.*

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 MNsure?

MNsure is Minnesota's Marketplace designed to meet the needs of its citizens. MNsure is designed to help you find health insurance that meets your needs and fits your budget. MNsure 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 for health insurance plans sold through MNsure, or for free or low-cost insurance from Medical Assistance or MinnesotaCare. Open Enrollment for health insurance coverage through MNsure begins in October 2013 for coverage starting January 1, 2014. Visit the MNsure website at www.mnsure.org for more information about their Open Enrollment.

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 or MinnesotaCare through MNsure and you may wish to enroll in your employer's health plan. However, you may be eligible for a tax credit that lowers your monthly premium, a reduction in certain cost-sharing, or MinnesotaCare if your employer does

not offer coverage that meets certain standards. You may be eligible for a tax credit if the cost of a plan offered to you by your employer (coverage for only you, the employee) is more than 9.5% of your household income for the year or if the coverage does not meet the “minimum value” standard set by the Affordable Care Act¹.

If you are seeking help paying costs for health coverage through MNsure, you will need information about the cost and value of your employer coverage to complete an online or paper application. If your employer offers health coverage to you, ask your employer to complete and give you the Health Coverage from Jobs (Appendix A) form. If your employer does not offer coverage to you, you do not need your employer to complete the Health Coverage from Jobs (Appendix A) form.

Note: You may receive an employer contribution to your coverage premium when purchasing the coverage offered through your state employment. That employer contribution is not applicable to coverage purchased through MNsure or another Marketplace. In addition, your coverage through your employer can be excluded from income for FICA, and 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?

The Marketplace can help you evaluate your coverage options, including your eligibility for coverage through the Marketplace and its cost. The contact information for the Marketplaces and other information you may require can be found at:

- If you live in Minnesota please visit www.mnsure.org or call 1-855-3MNsure (1-855-366-7873).
- If you live outside of Minnesota please visit www.HealthCare.gov for information about the Health Insurance Marketplace in your area.
- For information about your eligibility for the coverage provided to state employees please contact your agency Human Resources department.
- For information about your dependent’s eligibility or about your health insurance coverage offered through your state employment please review your summary plan description at www.mmb.state.mn.us/emp-insurance or call the State Employee Group Insurance Program (SEGIP) at 651-355-0100.

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.