

New Health Insurance Marketplace Coverage Options and Your COBRA Coverage

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 (“Marketplace”). To assist you in evaluating options for you and your family, this notice provides some basic information about the new Marketplace and the Consolidated Omnibus Budget Reconciliation Act (COBRA) 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 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. Marketplace open enrollment ends March 31, 2014.

Can I Save Money on my Health Insurance Premiums through the Marketplace?

You may qualify to lower your monthly premium, but only if you are not enrolled in COBRA coverage. The savings on your premium that you’re eligible for depends on your household income.

Does COBRA Coverage Affect Eligibility for Premium Savings through the Marketplace?

Yes. Once you elect COBRA coverage, you are ineligible for a subsidy through the Marketplace for months in which you have COBRA coverage. If you choose to drop your COBRA coverage in order to obtain subsidized Marketplace coverage, note that you will not be able to re-elect COBRA coverage in the future.

How Can I Get More Information?

For more information about COBRA coverage offered by your employer, please check your summary plan description or contact [the Benefits Department] at [(xxx) xxx-xxxx].

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.