

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.¹

*The Affordable Care Act specifically requires that this Notice include the following Note. However, it has **no** applicability to your coverage through the Southern Ohio Painters Health and Welfare Plan (the “Plan”) – if you purchase a health plan through the Marketplace, your employer will remain obligated to remit all required employer contributions based on your work under the collective bargaining agreement or other agreement that covers you (and you will not have the option to receive the health and welfare contribution as wages).* **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 the 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 Fund Office for the Southern Ohio Painters Health & Welfare Plan at (888) 375-0246 or (937) 254-7359 or by contacting the Plan Administrator, CPI, Inc. at (800) 435-2388.

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

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.

PART B: Information About Health Coverage Offered by Your Employer

This section contains information about 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. Keep in mind that the nature of the work you perform pursuant to a collective bargaining agreement means that you may have multiple employers during the course of a year. If you decide to apply for coverage in the Marketplace, you should enter the name of and information regarding your current employer (if applicable) when applying for coverage. **While the Southern Ohio Painters Health and Welfare Plan is not your employer, because the Plan is the best source for you to contact regarding information about your health coverage, the Plan's contact information has been listed below.**

Plan Name: Southern Ohio Painters Health and Welfare Plan		
Plan Address: 33 Fitch Blvd.		
Plan Phone Number: (800) 435-2388		
City: Austintown	State: Ohio	ZIP Code: 44515
Who can we contact about employee health coverage? CPI		
Phone Number: (800) 435-2388		

Here is some basic information about health coverage offered by your employer through the Plan:

- Your employer offers a health plan to:

- All employees.
- Some employees. Eligible employees are:

Employees who are covered by a collective bargaining agreement or participation agreement that generally requires contributions to the Plan. An employee become eligible on the 15th day of the month following the date on which contributions were paid to the Plan on behalf of the employee by a participating employer and the dollar amount established by the Board of Trustees for the employee's local has been satisfied. To continue eligibility, an employee must remain in good standing with the union and have the required contributions paid to the Plan on his behalf by an employer or through self-pay. See the Summary Plan Description for additional information.

- With respect to dependents:

- We do offer coverage. Eligible dependents are:

If the employee is eligible for coverage as described above (and in the SPD), generally his or her spouse and/or dependent children (up to age 26) are eligible for coverage. See the Summary Plan Description for additional information.

- We do not offer coverage.

If checked, this coverage meets the minimum value standard, and the cost of 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 will guide you through the process.