



Health Insurance Marketplace Coverage Options and Your Health Coverage

PART A: General Information

"Health care reform" refers to the Affordable Care Act (ACA), which was passed in 2010. The law is intended to extend access to medical coverage to nearly everyone in the U.S., eliminate restrictions on key benefits, and help control the country's rising health costs. The ACA requires almost everyone in the U.S. to have health insurance or pay a penalty. This is called the **individual mandate**.

To help satisfy this requirement, there is an additional 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 Marketplace.

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 2016 for coverage starting as early as January 1, 2017.

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

Probably not. If you are eligible for benefits through LMU, you have access to coverage that meets the ACA benefit requirements, so you will pay the full cost of medical coverage if you choose to purchase it through the marketplace. If you are not eligible for benefits through LMU, you may qualify for a subsidy from the government to help pay for coverage through the marketplace. To qualify for a subsidy, you must meet both of the following requirements:

- You don't already have access to a plan that meets the ACA's benefit requirements, and
- You earn below a certain level of income.

Does LMU Health Coverage Affect My Eligibility for Premium Savings through the Marketplace?

Yes. If you are eligible for medical coverage through LMU, **you will not be eligible for a tax credit through the marketplace** and may wish to enroll in LMU's health plan. However, if you are not eligible for benefits through LMU, 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.

Note: If you purchase a health plan through the marketplace instead of accepting health coverage offered by LMU, then you will lose the LMU's contribution (if any) to LMU-sponsored coverage. Also, the LMU 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 check your summary plan description or contact LMU Human Resources at (310) 338-2723 for the Westchester Campus or (213) 736-1415 for the Law School.

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

PART B: Information About Health Coverage Offered by LMU

This section contains information about any health coverage offered by LMU. 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: Loyola Marymount University		4. Employer Identification Number (EIN): 95-1643334	
5. Employer address: 1 LMU Drive		6. Employer phone number: (310) 338-2723	
7. City: Los Angeles		8. State: CA	9. ZIP code: 90045-2659
10. Who can we contact about employee health coverage at this job?: LMU Human Resources			
11. Phone number (same as above)		12. Email address: HR@lmu.edu	

As your employer, we offer a health plan to:

All employees.

Some employees. Eligible employees are:

- Full-time regular or full-time term LMU faculty members;
- Full-time regular or full-time term Westchester staff members working at least 40 hours a week;
- Full-time regular or full-time term Loyola Law School faculty members; and
- Full-time regular or full-time term Loyola Law School staff members working at least 35 hours a week.
- Part-time regular faculty or staff members (defined as any position that is at least 50 percent full-time equivalent, 50 percent time and effort or greater) who were previously enrolled in the LMU plans as a full-time regular:
 - Staff member for 12 months of continuous service immediately prior to changing status to part-time regular.
 - Staff member for 12 months of continuous service, for which “breaks between terms” count toward the 12 months of continuous service (e.g., staff with 9-, 10-, and/or 11- month assignment).
 - Faculty member for one complete academic year. For purposes of these guidelines, full-time regular faculty includes tenure, tenure-track, and clinical only.
- Part-time regular or part-time term Westchester staff members working at least 20 hours a week.
- Part-time regular or part-time term Loyola Law School staff members working at least 17.5 hours a week.
- Part-time faculty members who have taught at least six units for two consecutive semesters and are teaching six units or more for a third semester. The Plan requires that at least a six-unit course load be maintained in every semester in order to remain benefits eligible.

With respect to dependents:

We do offer coverage. Eligible dependents are:

- Your legal spouse;
- Your registered domestic partner;
- Your dependent children under age 26; and
- Your unmarried disabled children. (Each insurance company has special rules for children with disabilities. Ongoing proof of disability is required.)

We do not offer coverage.

If checked, LMU’s coverage will meet the minimum value standard, and the cost of this coverage to you is intended to be affordable, based on employee wages.

Note: 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 midyear, 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](https://www.healthcare.gov) will guide you through the process.

* 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 (Section 36B(c)(2)(C)(ii) of the Internal Revenue Code of 1986).