

# Healthcare Reform and Your Benefits



## You and Healthcare Reform

The Patient Protection and Affordable Care Act (PPACA, also known as Healthcare Reform) is a set of laws that affect healthcare coverage in the United States. While there is a lot of information on this topic in the media, some of it may seem confusing or conflicting. To help you navigate the road ahead, we have highlighted the key items you need to know.

## You and your benefits through the Adams State University

Your wellbeing is important to us. Adams State University continues offering health and wellness benefits to help you and your family stay healthy and provide financial protection against high medical costs. As part of your total compensation package, we contribute \$407 toward employee-only health coverage and up to \$1,047 for dependents. The plans we offer, and the company's contribution to them, exceeds the standards for an "affordable healthcare plan" under federal law.

Over the past few years and going into next year, we have made changes to improve the healthcare plans Adams State University offers, in line with new federal mandates. These changes include allowing dependents to remain on your plan until age 26, limiting your out-of-pocket and lifetime maximums, and removing coverage limitations for pre-existing conditions.

We also now offer more employees the opportunity to enroll in our benefits. If you are exempt faculty or an administrative employee that is regularly scheduled to work at least .5 FTE and are included on the payroll records of the Employer, you will be eligible to enroll in coverage as of November 6, 2013.

### Next Steps

Open enrollment for benefits starts on  
November 6, 2013

You will receive an email with instructions on how to select and enroll in your benefits, as well as a schedule of meetings you can attend to get more information and ask questions.

*Please be aware that the new federal law requires everyone to have health insurance coverage as of January 1, 2014. If you choose to waive coverage and are not covered under a different health plan, you may be subject to a penalty. If you choose to be covered under the CHEIBA Trust's plan, you will meet your requirement for coverage.*

## You and Insurance Marketplaces (Exchanges)

You may have heard about new health insurance marketplaces, including Connect for Health Colorado. Individuals who are not offered qualified healthcare coverage through their employer may be eligible for government subsidies to help pay for health insurance premiums for plans purchased in these marketplaces (based on the level of their income and number of dependents). Due to the high standard of health coverage the CHEIBA Trust offers, a majority of our employees will not be eligible for these subsidies.

To find out more about the new insurance marketplaces, visit [connectforhealthco.com](http://connectforhealthco.com) or [healthcare.gov](http://healthcare.gov), or take a look at these Frequently Asked Questions: [gbshealthcarereform.com/faqforemployees](http://gbshealthcarereform.com/faqforemployees). You will also receive a "New Health Insurance Marketplace Coverage Options and Your Health Coverage" notice which will provide you with detailed information on this topic.