



MONTANA UNIVERSITY SYSTEM
OFFICE OF THE COMMISSIONER OF HIGHER EDUCATION
Benefits Department

Montana University System – Employee Benefits

2020 NOTICE TO NEW EMPLOYEES OF HEALTH COVERAGE OPTIONS

Dear New Montana University System Employee:

The Patient Protection and Affordable Care Act (PPACA) as amended by the Health Care and Education Reconciliation Act of 2010 (Affordable Care Act or ACA) requires employers to provide employees with notification about health benefit options under the Health Insurance Marketplace (Marketplace).

This letter contains information about the Marketplace and how it relates to your new benefit coverage offered by the Montana University System Employee Benefit Plan. This letter, which serves as the required notification for Marketplace options, is being sent to you within 14 days of your start date as a new employee.

The open enrollment period for the Marketplace begins November 1, 2020 and ends December 15, 2020.

There are three important things for employees to note:

You are receiving this notice because you have an employment relationship with a unit of the Montana University System (MUS). This is irrespective of your eligibility to receive benefits under the MUS Employee Benefit Plan.

The individual mandate for health insurance coverage was effective beginning January 1, 2014.

If you qualify for a subsidy from the Marketplace, you must enroll during the Marketplace open enrollment period to access the subsidy.

Information about MUS Employee Benefit Plan Coverage

If you are eligible for health coverage as an active employee under the MUS Employee Benefit Plan, you receive a contribution from your employer toward the cost of health coverage for yourself and any eligible dependents. State law currently sets this amount at \$1,054 per month. Retirees do not receive an employer contribution. The employer contribution for some affiliated entities eligible for the MUS Employee Benefit Plan may be different.

The MUS Employee Benefit Plan meets the federal requirements for “minimum value” and “affordability” under the Employer Shared Responsibility provisions of the ACA.

Since the MUS Employee Benefit Plan meets these requirements, employees who choose to waive the employer coverage will not be able to receive the monthly employer contribution nor be eligible to receive a subsidy from the Marketplace. Employees considering waiving health benefits and accessing Marketplace coverage may

wish to consider the monetary impacts carefully.



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2020 NOTICE TO NEW EMPLOYEES OF HEALTH COVERAGE OPTIONS (cont'd)

Information about the Marketplace

If you are not eligible for health benefits coverage under the MUS Employee Benefit Plan or through another group employer health benefits plan that meets the “minimum value” and “affordability” standards, depending on your individual circumstances, you may be eligible for premium subsidies to assist in purchasing coverage on the Marketplace.

There is a specific Marketplace notice prepared by the federal government. This notice contains two parts. Part A – “General Information” is enclosed with this letter. Part B – “Information about Health Care Coverage Offered by Your Employer” is used when an individual chooses to apply for coverage on the Marketplace. Upon request, the MUS will provide a completed copy of Part B to employees. The Part B documentation must be submitted along with an application for Marketplace coverage.

If you need more information about MUS Employee Benefit Plan health coverage, you can review the Summary Plan Description (SPD) or the *Choices* Enrollment Workbook online at www.choices.mus.edu. You may also contact your campus Human Resource/Benefits office.