**Cover Letter to Accompany Employer Marketplace Notice**

[Print on Employer letterhead]

[Date]

Re: Notice of Coverage Options

Dear Participant and Family:

This packet contains a notice called **“New** **Health Insurance Marketplace Coverage Options and Your Health Coverage.”** The Affordable Care Act (ACA) requires that all current full-time employees must receive it from their employer; new hires will also receive it in the future within 14 days of their hire.

The notice is a brief overview of the new online Health Insurance Marketplaces. It will include information about shopping for coverage through the Marketplace (formerly called an Exchange). The notice also mentions that you may be eligible for premium assistance if you purchase coverage on the Marketplace, and that, if you do purchase a plan there, you may lose your employer contribution (if any) to your plan.

**Participants in the Greater Pennsylvania Carpenters’ Medical Plan do not need to shop for different or additional insurance. Just as important, because this Plan’s health coverage is considered affordable and adequate as defined by ACA, you are not eligible for premium assistance.**

ACA requires that these notices be sent out because, starting in January 2014, most people will be required to have health insurance; if not, they will pay a penalty. This is known as the “individual mandate.” Your health insurance coverage can come from your (or your spouse’s) employment, through a policy you buy on your own, or through a government-sponsored program like Medicare or Medicaid.

**The good news is Plan participants don’t need to take any action with the Marketplace Coverage. Coverage under the Greater Pennsylvania Carpenters’ Medical Plan meets the individual mandate standard, and is a better value than Marketplace coverage.**

ACA establishes criteria for determining whether a plan’s coverage is adequate and affordable for its covered members:

* **The Plan’s coverage is adequate**—ifit covers at least 60% of eligible expenses. The Plan’s medical plan exceeds the ACA minimum value standard.
* **The Plan’s coverage is affordable**—if the premium cost for participant-only coverage is not more than 9.5% of your household income. Your share of the premium for participant-only Plan coverage is $0 per year, so the Plan’s benefits are very affordable under the standard set through ACA.

NOTE: Employer contributions made to the Plan on your behalf, which are negotiated per hour or per week in your collective bargaining agreement, are not used to calculate the affordability of your coverage.

REMEMBER: In spite of all the “noise” you’ll hear about the new Marketplaces, **the bottom line is that by participating in the Greater Pennsylvania Carpenters’ Medical Plan’s coverage, you satisfy the “you-must-have-coverage” requirement (the individual mandate). What’s more, your Plan-sponsored coverage should be a better deal than the plans offered through the Health Insurance Marketplace.**

Contact the Fund Office if you have questions about the information in this letter, the **New Health Insurance Marketplace Coverage Options and Your Health Coverage** Notice, the individual mandate, Marketplaces or anything else. You can call 412 922 5330 or go to our website, http://carpenterscombinedfunds.org. You can also go to the federal government’s website dedicated to Marketplace information, [www.healthcare.gov](http://www.healthcare.gov).

Sincerely

[Employer]