HEALTH INSURANCE TERMS

Cost to Have Health Insurance
- Premium – each month

Costs When You Use Your Health Insurance
- Deductible – each year
- Co-Payment – each time you get care
- Co-Insurance or Cost-Share – each time you get care
- Out-of-Pocket Maximum = deductible + co-payments + co-insurance
- Pre-existing Conditions

“Breakable bones, a tendency to bleed when cut, vulnerability to germs and viruses. These are all preexisting conditions.”
WHY HAS IT BEEN HARD TO GET HEALTH INSURANCE?

- Pre-existing conditions
- Cost
- Confusion

"I'm sorry, but stress caused by trying to figure out your health insurance is not covered by it."
EMPLOYER-SPONSORED HEALTH INSURANCE

COBRA
- Employer-sponsored health insurance
- Prevents job-lock
- Employers with 20+ employees
- Length depends on qualifying event
- Cost up to 102% of applicable employee rate
  = Employer amount + Employee amount + 2% admin fee

Conversion
- State law

STATE COBRA LAWS

States with COBRA statutes:
- AR, CA, CO, CT, FL, GA, IL, IA, KS, KY, LA, MA, ME, MD, MN, MS, MO, NV, NH, NJ, NM, NC, ND, OH, OK, OR, RI, SC, SD, TN, TX, UT, VT, WV, WI, WY
- Details vary by state
- Most cover employees with 2-19 employees
- Coverage lasts between 3-36 months
### WHEN TO USE COBRA

<table>
<thead>
<tr>
<th>COBRA QUALIFYING EVENT</th>
<th>MAXIMUM COBRA COVERAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment ends or hours reduced</td>
<td>18 months</td>
</tr>
<tr>
<td>Loss of dependent child status</td>
<td>36 months</td>
</tr>
<tr>
<td>Employee enrolls in Medicare</td>
<td>36 months</td>
</tr>
<tr>
<td>Divorce or legal separation</td>
<td>36 months</td>
</tr>
<tr>
<td>Death of employee</td>
<td>36 months</td>
</tr>
</tbody>
</table>

### PATIENT PROTECTION & AFFORDABLE CARE ACT (ACA)

Signed into law on March 23, 2010
NEW BENEFITS & PROTECTIONS

• No Rescissions (cancellations)
• No Lifetime or Annual Limits
• Free Preventative Care*
  • No co-pays, co-insurance, or deductibles
  • Ex: immunizations, blood pressure, diabetes, cholesterol, cancer screenings
  • www.healthcare.gov/what-are-my-preventive-care-benefit
• Young adults can stay on parent’s plan until 26

* Does not apply to grandfathered plans

NEW PROTECTIONS

1. Premium Rating:
   • Individual/family
   • Geographic Location
   • Age (64 year old can’t be charged more than 3 times what a 21 year old can)
     - Ex: if a plan costs a 21 year old $100, then that same plan cannot cost a 64 year old more than $300
   • Tobacco (some states)

2. No Pre-Existing Condition Denials/Exclusions

   Insurance companies cannot look at:
   • Pre-existing condition (physical or mental) or health history
   • Gender or age
NEW REQUIREMENTS TO HAVE HEALTH INSURANCE

Most U.S. citizens & legal residents must have health insurance.

What coverage counts?

- Employer Plans
- Individual Plans
- COBRA/HIPAA Plans
- TRICARE/VA Health Plans
- Medicare & Medicaid
- High Risk Pools, and others

How much is the penalty?

- 2014: $95/adult, $47.50/child, up to $285/family
  - Or 1% of family income – whichever is more
- 2015: $325 or 2.0%
- 2016: $695 or 2.5%
- Collected through IRS annual taxes

NEW REQUIREMENTS TO HAVE HEALTH INSURANCE

- Can have 1 gap up to 3 months during the year
  - Lines up with 90 day waiting period for employer health insurance
- Penalty is per month: only pay 1/12 of yearly penalty for each month you’re uninsured

Who Doesn’t Need to Purchase Health Insurance?

- If cheapest plan costs more than 8% of household income
- Taxpayers with incomes below $9,750 (individual under 65-2013)
- Members of Indian tribes and health care sharing ministries
- Members of recognized religious sects with religious objections
- Individuals who are not lawfully present or incarcerated
NEW REQUIREMENTS TO HAVE HEALTH INSURANCE

Financial Hardship Exception

- You were determined ineligible for Medicaid because your state didn’t expand eligibility for Medicaid under the Affordable Care Act
- Your individual insurance plan was cancelled and you believe other Marketplace plans are unaffordable
- You filed for bankruptcy in the last 6 months
- You had medical expenses you couldn’t pay in the last 24 months
- You experienced unexpected increases in necessary expenses due to caring for an ill, disabled, or aging family member
- You were homeless, were evicted in the past 6 months, or were facing eviction or foreclosure
- You received a shut-off notice from a utility company
- You recently experienced the death of a close family member

NEW REQUIREMENTS TO HAVE HEALTH INSURANCE

Financial Hardship Exception

- You recently experienced domestic violence
- You experienced a fire, flood, or other natural or human-caused disaster that caused substantial damage to your property
- You expect to claim a child as a tax dependent who’s been denied coverage in Medicaid and CHIP, and another person is required by court order to give medical support to the child. In this case, you do not have to pay the penalty for the child
- As a result of an eligibility appeals decision, you’re eligible for enrollment in a qualified health plan (QHP) through the Marketplace, lower costs on your monthly premiums, or cost-sharing reductions for a time period when you weren’t enrolled in a QHP through the Marketplace
- You experienced another hardship in obtaining health insurance
ACA’S NEW HEALTH INSURANCE OPTIONS

Medicaid Expansion

- New category of eligibility:
  - Adults with household income under 138% of the federal poverty level
  - No asset/resource test

<table>
<thead>
<tr>
<th>Household Size</th>
<th>138%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$15,856</td>
</tr>
<tr>
<td>2</td>
<td>$21,404</td>
</tr>
<tr>
<td>3</td>
<td>$26,951</td>
</tr>
<tr>
<td>4</td>
<td>$32,499</td>
</tr>
<tr>
<td>5</td>
<td>$38,047</td>
</tr>
<tr>
<td>6</td>
<td>$43,594</td>
</tr>
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</table>
STATUS: STATE MEDICAID EXPANSION IN 2014

<table>
<thead>
<tr>
<th>Expanding</th>
<th>Medicaid Waivers Pending for 2015</th>
<th>Not Expanding</th>
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</thead>
<tbody>
<tr>
<td>27</td>
<td>AR, AZ, CA, CO, CT, DC, DE, HI, IA, IL, KY, MA, MD, MI, MN, ND, NH, NJ, NM, NV, NY, OH, OR, RI, VT, WA, WV</td>
<td>AK, AL, FL, GA, ID, KS, LA, ME, MO, MS, MT, NC, NE, OK, SC, SD, TN, TX, UT, VA, WI, WY</td>
</tr>
</tbody>
</table>

Updated: May 1, 2014
Note: this information changes frequently, please check for updates

NEW HEALTH INSURANCE OPTIONS

State Health Insurance Marketplaces

- “Exchanges”
- An insurance shopping mall
- Eligibility: Live in U.S.; be a U.S. citizen or lawfully present; and not incarcerated
- 2014: individuals & small businesses (<50 FT employee equivalents)
- $ help to buy a plan: premium tax credits & cost-sharing subsidies
HELPING YOU BUY HEALTH INSURANCE

• Premium tax credits:
  - Lowers your monthly premium
  - Can’t get if you choose a catastrophic plan
  - Generally only applies to plans in the exchange!
    • Exception: you weren’t able to enroll in Marketplace because of technical difficulties – coverage & tax credits will be applied retroactively

• Cost-sharing subsidies:
  - Lowers your deductible, co-pays, & co-insurance amounts
  - Only available if you purchase Silver Plans

<table>
<thead>
<tr>
<th>Household Size</th>
<th>100%</th>
<th>138%</th>
<th>200%</th>
<th>250%</th>
<th>400%</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>$11,490</td>
<td>$15,856</td>
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<td>$45,960</td>
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<td>15,510</td>
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<td>3</td>
<td>19,530</td>
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<td>39,060</td>
<td>48,825</td>
<td>78,120</td>
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<td>4</td>
<td>23,550</td>
<td>32,499</td>
<td>47,100</td>
<td>58,875</td>
<td>94,200</td>
</tr>
</tbody>
</table>

Cost-Sharing Subsidies*

Medicaid**

Premium Tax Credits

* Silver Plans Only  ** If state expands

© 2014 Triage Cancer
HEALTH INSURANCE MARKETPLACE PLANS

1. Standard cost-share:

<table>
<thead>
<tr>
<th>Metal Tiers</th>
<th>Paid by Health Plan</th>
<th>Paid by Consumer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bronze</td>
<td>60%</td>
<td>40%</td>
</tr>
<tr>
<td>Silver</td>
<td>70%</td>
<td>30%</td>
</tr>
<tr>
<td>Gold</td>
<td>80%</td>
<td>20%</td>
</tr>
<tr>
<td>Platinum</td>
<td>90%</td>
<td>10%</td>
</tr>
</tbody>
</table>

Catastrophic coverage (under 30 or $ hardship or cancelled plan)

2. Highest OOP maximum*: $6,350 individual / $12,700 family

WHAT ARE THE DIFFERENCES BETWEEN PLANS?

- Networks of doctors and hospitals
  - Check to make sure your doctors are covered by the plan you choose
- Co-payments
- Prescription drug coverage
  - Which drugs are covered?
  - Is there a separate drug deductible?
HOW TO DETERMINE YOUR INCOME LEVEL

**Modified Adjusted Gross Income (MAGI)**

1. Adjusted Gross Income (AGI):
   - Wages, salaries, tips, etc.
   - Self-employment income
   - Tax-exempt interest
   - Other income

2. Exclusions:
   - Student loans
   - Military housing
   - Dependent care
   - Adoption expenses
   - Disability awards
   - Certain scholarships
   - Certain veteran benefits
   - Certain Indian tribal allocations

3. Add back:
   - Interest income
   - Dividends
   - Alimony
   - Child support
   - Certain tax-exempt income

\[ \text{MAGI} = \text{AGI} - \text{Exclusions} + \text{Add backs} \]

**Examples:**
- Wages from a job
- Social Security income
- Rent from a property

CAN AN EMPLOYEE WHO IS OFFERED COVERAGE FROM AN EMPLOYER BUY A MARKETPLACE PLAN AND STILL BE ELIGIBLE FOR $ HELP?

Yes, if:

- **Employer offers coverage that is not:**
  - “Affordable”
    - Costs more than 9.5% of employees income
  - “Adequate”
    - Covers less than 60% of health care costs

# State Health Insurance Marketplaces in 2014

<table>
<thead>
<tr>
<th>State Marketplace</th>
<th>Federal Marketplace</th>
<th>Partnership Marketplace</th>
</tr>
</thead>
<tbody>
<tr>
<td>AK, AL, AZ, FL, GA, IN, KS, LA, ME, MS, MO, MT, ND, NE, NJ, NC, OH, OK, PA, SC, SD, TN, TX, UT, VA, WI, WY</td>
<td>AR, DE, IA, IL, MI, NH, WV</td>
<td></td>
</tr>
</tbody>
</table>

17 Approved for State Marketplace  
27 Default to Federal Marketplace  
7 Approved for Partnership Marketplace  

*Updated: May 23, 2013 (Kaiser Family Foundation)  
[www.statehealthfacts.org/comparemaptable.jsp?ind=962&cat=17](http://www.statehealthfacts.org/comparemaptable.jsp?ind=962&cat=17)
HOW TO ENROLL

Enrollment:
- Website: HealthCare.gov (or State Marketplace website)
- Toll-free phone hotline: 800-318-2596
- Paper application: mail or fax
- In-Person: places to get help enrolling
  - Marketplace Assister Organizations
  - www.healthcare.gov/contact-us/

WHEN TO ENROLL

- 2014 Open Enrollment Period Closed
- Medicaid applications accepted year round
SPECIAL ENROLLMENT

When you have a life changing event:

• Loss of minimum essential coverage, for ex:
  - Change in full-time employment status
  - Loss of employer-sponsored insurance
  - COBRA ending
  - Change in dependent status as a result of turning 26
• Birth or adoption of a child
• Marriage, domestic partnership, divorce, legal separation
• Permanent move to a new state
• Gain eligible immigration status
• Release from incarceration
• Military returning from active duty

Have 60 days to enroll in a Marketplace plan

40 YEAR OLD IN COOK COUNTY, IL

65 Health Plans

All health plans must offer the same essential health benefits.

Based on a household size of one and an income of $30,000, you may qualify for a $2/month tax credit. You can choose to apply your premium for these plans. This tax credit has been applied to the premiums below.
PLAN OPTIONS

**Blue Choice Silver PPO 003**
- **Monthly premium:** $209.20
- **Deductible:** $6,000
- **Out-of-pocket Maximum:** $6,000

**Aetna Classic 3500 PD**
- **Monthly premium:** $398.20
- **Deductible:** $3,500
- **Out-of-pocket Maximum:** $6,350

More information from the insurance company:
- Summary of Benefits
- Plan Brochure
- Provider Directory
- List of Covered Drugs

This health plan includes dental coverage.

**Medical deductible (family total):** $7,000
- **Medical deductible (per individual):** $3,500
- **Prescription drug deductible (family total):** Not Applicable
- **Prescription drug deductible (per individual):** Not Applicable

**Out-of-pocket maximum (per year):**
- **Out-of-pocket maximum (family total):** $12,700
- **Out-of-pocket maximum (per individual):** $6,350
- **Health care out-of-pocket maximum (family total):** $12,700
- **Health care out-of-pocket maximum (per individual):** $6,350
- **Prescription drug out-of-pocket maximum (family total):** Included in Medical
- **Prescription drug out-of-pocket maximum (per individual):** Included in Medical
SUMMARY: HEALTH INSURANCE COVERAGE IN 2014

- Over 400% of FPL: Can buy a plan in Marketplace
- Between 400% and 138%* of FPL: $ help to buy a plan in State Marketplace
- Up to 138% of the FPL: Eligible for Medicaid (If your state expands)

*100% if your state does not expand Medicaid

TRIAGE CANCER

Triage Cancer provides education and resources on the entire continuum of cancer survivorship issues

- Speakers Bureau of experts & survivors
- Educational blog at TriageCancer.org/blog
- Resources & materials at TriageCancer.org
- Expert authors on cancer survivorship issues
- Seminars, teleconferences, webinars, & conferences
- Cancer survivorship event planning & support

Triage Cancer partners with experts in the areas of medicine, mental health, nursing, social work, patient navigation, nutrition, oncofertility, law, employment, education, financial management, insurance, relationships, sexuality and intimacy, pain and palliative care, advocacy, and other areas of cancer survivorship.
CONTACT INFORMATION

Website: http://TriageCancer.org
Twitter: @TriageCancer
Facebook: www.Facebook.com/TriageCancer
Blog: www.TriageCancer.org/blog

NEXT BREAKOUT SESSIONS
2:30 PM

• Managing Your Finances
  – Concourse Auditorium (here)

• Career Change
  – Elebash Hall (upstairs)

• Taking Time Off
  – Segal Theatre (upstairs)