

# HOW OBAMACARE AFFECTS YOU

## What happens with job-based insurance?

If you like Crane's health insurance plan, you can keep it. You are considered covered. You may be able to change to Marketplace coverage if you want to.

Crane's health plan qualifies as [minimum essential coverage](#). (1) You don't need to change to a Marketplace plan in order to avoid the **fee** that uninsured people may have to pay for 2014 and later. You can explore Marketplace coverage options, but there are several important things to consider.

## Comparing job-based and Marketplace plans

Crane pays a portion of your premiums. If you choose a Marketplace plan instead, Crane does not contribute to your premiums. Consider this carefully before comparing Marketplace plans.

[Learn more about the Marketplace](#) (2).

## Qualifying for Marketplace savings

If you decide to check out Marketplace plans, you may not qualify for [lower costs on your monthly premiums](#) (3) and [out-of-pocket costs](#).(4) even if your income would qualify you otherwise.

You won't be able to get lower costs on premiums or out-of-pocket costs in the Marketplace.

## Your rights, protections, and benefits

The health care law provides new rights, consumer protections, and key benefits that apply to most job-based insurance plans.

[Learn about your rights and protections](#).(5)

[Learn about free preventive benefits](#).(6)

## If you lose your job-based insurance

[Learn about your options if you leave your job and therefore lose your coverage](#).(7)

## What if someone doesn't have health coverage?

If you can afford health insurance coverage, but don't have it in 2014 and later, you may have to pay a **fee** in addition to paying the entire cost of your medical care. You won't be protected from the kind of very high medical bills that can sometimes lead to bankruptcy.

## The fee in 2014 and later

If you don't have Medical Insurance, you may be subject to a tax payment

	<u>2014</u>	<u>2015</u>	<u>2016</u>
<b>Adult % of Income</b>	<b>1%</b>	<b>2%</b>	<b>2.5%</b>
<b>Or minimum \$</b>	<b>\$95</b>	<b>\$325</b>	<b>\$695</b>
<b>Each Child</b>	<b>\$47.50</b>	<b>\$162.50</b>	<b>\$347.50</b>
<b>Family Maximum</b>	<b>\$285</b>	<b>\$975</b>	<b>\$2,085</b>

Paying the fee does not get you health insurance coverage. You are still responsible for 100% of the cost of your medical care.

See <https://www.healthcare.gov/get-answers/> for critical dates

## Who doesn't have to pay the fee

If you're uninsured, you won't have to pay a fee if you:

- are uninsured for less than 3 months of the year
- have very low income and coverage is considered unaffordable
- do not file a tax return because their income is too low
- would qualify under the new income limits for Medicaid, but their state has chosen not to expand Medicaid eligibility
- are a member of a [federally recognized Indian tribe](#)
- participate in a health care sharing ministry
- are a member of a recognized religious sect with religious objections to health insurance

## Minimum essential coverage

To avoid the fee, you need insurance that qualifies as [minimum essential coverage](#).<sup>(1)</sup> If you're covered by any of the following, you're considered covered and don't have to pay a penalty:

- Any Marketplace plan, or any individual insurance plan you already have
- Crane's plan (including [COBRA](#) (9)), with or without "[grandfathered](#)" (10) status. This includes retiree plans
- [Medicare](#) (11) or [Medicaid](#) (12)
- [The Children's Health Insurance Program \(CHIP\)](#) (13)
- TRICARE (for veterans and veteran families)
- Veterans health care programs
- Peace Corps Volunteer plans
- Other plans may also qualify. Ask your health coverage provider.

## Additional information

The information in this report has been copied from the government website [www.HealthCare.gov](http://www.HealthCare.gov). If you have additional question, please consult the help available at this website.

## Reference Information

1. <https://www.healthcare.gov/glossary/minimum-essential-coverage/>
2. <https://www.healthcare.gov/what-is-the-health-insurance-marketplace/>
3. <https://www.healthcare.gov/will-i-qualify-to-save-on-monthly-premiums/>
4. <https://www.healthcare.gov/will-i-qualify-to-save-on-out-of-pocket-costs/>
5. <https://www.healthcare.gov/how-does-the-health-care-law-protect-me/>
6. <https://www.healthcare.gov/what-are-my-preventive-care-benefits/>
7. <https://www.healthcare.gov/what-if-i-am-losing-job-based-insurance/>
8. <https://www.healthcare.gov/glossary/qualifying-life-event/>
9. <https://www.healthcare.gov/glossary/cobra/>
10. <https://www.healthcare.gov/glossary/grandfathered-health-plan/>
11. <https://www.healthcare.gov/glossary/medicare/>
12. <https://www.healthcare.gov/glossary/medicaid/>
13. <https://www.healthcare.gov/glossary/childrens-health-insurance-program-chip/>

## Cost comparisons

The following chart ESTIMATES employee's costs in 2016 with Crane's Insurance plan versus the fee employee may have to pay if s/he chooses not to obtain insurance as required under Obamacare.

Cost of Medical Insurance				
	Rates Effective 01/01/16			
	Option I	Option III	2016 PPACA Annual Penalty	
	High OOP Annual Premium	Std OOP Annual Premium	EST	Comment
Blue Cross / Blue Shield				
Employee Only PPO	\$ 1,336.32	\$ 1,730.40	\$ 695.00	Minimum
Employee & Children PPO	\$ 5,889.00	\$ 6,565.32	\$ 1,022.50	One Child
Employee & Spouse PPO	\$ 7,369.92	\$ 8,146.08		
Family PPO	\$12,498.48	\$13,620.24	\$ 2,085.00	Fam Max

## How and when will the Fee be paid

We assume employees who choose not do get insurance for themselves and family members will have to pay the ACAPPA Penalty (fee) when they file their income tax in 2016. Crane does not withhold the fee for employees