

# MICHIGAN STATE UNIVERSITY

**To:** All MSU Employees

**From:** Mary Lou Morey, Director of Benefits  
Human Resources, Michigan State University

**Subject:** Required Legal Notice – Affordable Care Act Information

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## **Reason for This Notice**

The Affordable Care Act (ACA) requires Michigan State University (MSU) to notify all employees of health insurance options available through the Health Insurance Marketplace, which is service run by the U.S. Centers for Medicare & Medicaid Services. This notice will provide you with information about the Health Insurance Marketplace as well as information on eligibility for health coverage through MSU.

## **What You Need to Do Now**

If you are **eligible** for health coverage through MSU or you are already enrolled in an MSU health insurance plan, you generally do not need to take further action until the next MSU open enrollment period, which occurs annually October 1 through October 31. Further information will be sent to you about open enrollment at MSU. It is important, however, for you to read this information to understand the purpose of the Marketplace as well as information about eligibility for tax credits and premium sharing. **The health insurance options offered through the Marketplace are not intended to replace the health coverage plan(s) for employees who are eligible for benefits at MSU.**

If you are **not eligible** to participate in MSU's health coverage plans, it may be any option for you to obtain health insurance through the Marketplace. Depending on your household income, you may also be eligible for a tax credit and/or premium assistance to help reduce the cost of health coverage obtained through the Marketplace.

If you are **uncertain** as to whether you are eligible for any of MSU's health insurance plans, please refer to page three of this notice for a listing of eligibility categories or contact MSU Human Resources at 800-353-4434, 517-353-4434, or [SolutionsCenter@hr.msu.edu](mailto:SolutionsCenter@hr.msu.edu).

## **Part A: General Information about the Marketplace Coverage Options**

### **What is the Health Insurance Marketplace?**

The Marketplace is designed to help you find health insurance that meets your needs and fits your budget. The Marketplace offers "one-stop shopping" to find and compare **private** health insurance options in your geographic area.

### **Can I Save Money on my Health Insurance Premiums in the Marketplace?**

You may qualify to save money and lower your monthly premium and other out-of-pocket costs through the Marketplace, but only if you are not eligible for health coverage through MSU **or** if MSU offers you coverage that, to cover only you (the employee), is not considered affordable (discussed below). The savings on your premium that you're eligible for depends on your household income. You may also be eligible for a tax credit that lowers your costs.

### **Does MSU's Health Coverage affect Eligibility for Premium Savings through the Marketplace?**

Yes. If you have health coverage available from MSU, you will not be eligible for a tax credit or a tax payment of the tax credit, for your Marketplace coverage, unless the cost of the plan from MSU that would cover you (and not any other members of your family) is more than 9.12%<sup>1</sup> of your household

income. If the cost is greater than 9.12%<sup>1</sup> of your annual household income, you may be eligible for a tax credit, and advance payment of the credit, if you do not enroll in the employment-based health coverage. For family members of the employee, coverage is considered affordable if the employee's cost of premiums for the lowest-cost plan that would cover all family members does not exceed 9.12% of the employee's household income.<sup>1/2</sup>

**Note:** If you are eligible for health coverage through MSU and purchase a health plan separately through the Marketplace, instead of accepting health coverage offered by MSU, then you will not receive the MSU employer contribution available for the MSU-offered coverage. Also, remember that the MSU employer contribution, as well as your employee contribution to MSU-offered coverage, is excluded from income for Federal and State income tax purposes while you are actively receiving a paycheck. Your payments for coverage through the Marketplace are made on an after-tax basis. You should consider all of these factors in determining whether to purchase a health plan through the Marketplace.

<sup>1</sup> Indexed annually; see <https://www.irs.gov/pub/irs-drop/rp-22-34.pdf> for 2023.

<sup>2</sup> An employer-sponsored or other employment-based health plan meets the "minimum value standard" if the plan's share of the total allowed benefit costs covered by the plan is no less than 60 percent of such costs. For purposes of eligibility for the premium tax credit, to meet the "minimum value standard," the health plan must also provide substantial coverage of both inpatient hospital services and physician services.

### **When Can I Enroll in Health Insurance Coverage through the Marketplace?**

You can enroll in a Marketplace health insurance plan during the annual Marketplace Open Enrollment Period. Open Enrollment varies by state but generally starts November 1 and continues through at least December 15.

Outside the annual Open Enrollment Period, you can sign up for health insurance if you qualify for a Special Enrollment Period. In general, you qualify for a Special Enrollment Period if you've had certain qualifying life events, such as getting married, having a baby, adopting a child, or losing eligibility for other health coverage. Depending on your Special Enrollment Period type, you may have 60 days before or 60 days following the qualifying life event to enroll in a Marketplace plan. To learn more, visit [HealthCare.gov](https://www.healthcare.gov) or call the Marketplace Call Center at 1-800-318-2596. TTY users can call 1-855-889-4325.

### **How can I get more information?**

If you are not eligible for health coverage at MSU or you are newly eligible and decide not to enroll in an MSU health plan, then the Marketplace can help you evaluate your coverage options, including your eligibility for coverage through the Marketplace and its cost. Please visit [www.HealthCare.gov](https://www.HealthCare.gov) for more information, including an online application for health insurance coverage and contact information for a Health Insurance Marketplace in your area.

## **Part B: Information about Health Coverage Offered by MSU**

### **What information may I need to provide to the Marketplace?**

If you decide to shop for coverage in the Marketplace, [HealthCare.gov](https://www.healthcare.gov) will guide you through the process.

If you decide to complete an application for coverage in the Marketplace, you will be asked to provide this information. This information is numbered to correspond to the Marketplace application.

3. **Employer Name:** Michigan State University
4. **Employer Identification Number:** 38-6005984
5. **Employer Address:** 426 Auditorium Rd., Board of Trustees Room 450
6. **Employer Phone Number:** 517-355-1855
7. **City:** East Lansing
8. **State:** Michigan
9. **Zip:** 48824-1046

**10. Who can we (Marketplace) contact about employee health coverage at this job?**

Human Resources Solutions Center 1407  
S. Harrison  
East Lansing, MI 48823  
800-353-4434 or 517-353-4434

**11. Phone Number (if different than the one in bullet 10):** 517-353-4434 or 800-353-4434

**12. Email address –** [Solutionscenter@hr.msu.edu](mailto:Solutionscenter@hr.msu.edu)

**Note:** Health insurance options offered through the Marketplace are not administered by MSU. MSU has no information or expertise on the specific Marketplace health insurance plans. MSU Human Resource representatives cannot answer specific questions concerning these options.

**2: Information about Health Coverage offered by MSU**

This section contains general information about health coverage eligibility at MSU.

**Categories of eligibility for health coverage offered by MSU:**

- Regular support staff employed 50% or greater
- Faculty, academic staff and executive management employed 50% or greater and appointed for 9 months or longer
- Postdoctoral fellows appointed 9 months or longer
- Visiting Scholars
- Students
- Graduate Assistants

The categories listed above are general categories of eligibility under MSU's policy. Employees who may not seem to meet these qualifications may still be eligible for health coverage through MSU due to prior service and benefits-bridging rules. It is important to confirm your benefit eligibility by contacting MSU Human Resources before making a decision to pursue health insurance benefits separately through the Marketplace. To find out further if your current position meets these eligibility rules, please contact MSU Human Resources at 800-353-4434, 517-353-4434 or [SolutionsCenter@hr.msu.edu](mailto:SolutionsCenter@hr.msu.edu).

**With respect to dependents:**

MSU offers coverage to the following eligible dependent categories:

- Eligible children
  - Biological sons and daughters
  - Step-children
  - Legally adopted children
- Related dependents other than eligible dependents
  - Grandchildren
  - Nieces and nephews who are not legally adopted
  - Foster children
  - Parents
- Dependents of Other Eligible Individuals

To learn about the criteria for dependent eligibility for coverage under MSU health plans, please visit [this link](#), or contact MSU Human Resources at 800-353-4434, 517-353-4434, or [SolutionsCenter@hr.msu.edu](mailto:SolutionsCenter@hr.msu.edu).

For more information about the health coverage offered by MSU, you can review your Summary of Benefits and Coverage (SBC) documents online at [this link](#), or contact MSU Human Resources at 1-800-353-4434, 517-353-4434, or [SolutionsCenter@hr.msu.edu](mailto:SolutionsCenter@hr.msu.edu).