

Healthcare Reform and Your Benefits



You and Healthcare Reform

The Patient Protection and Affordable Care Act (PPACA, also known as Healthcare Reform) is a set of laws that affect healthcare coverage in the United States. While there is a lot of information on this topic in the media, some of it may seem confusing or conflicting. To help you navigate the road ahead, we have highlighted the key items you need to know.

You and your benefits through HAMPTON UNIVERSITY

Your wellbeing is important to us. Hampton University continues offering health and wellness benefits to help you and your family stay healthy and provide financial protection against high medical costs. The plans we offer, and the company's contribution to them, meets the standards for an "affordable healthcare plan" under federal law.

Over the past few years and going into next year, we have made changes to improve the healthcare plans Hampton University offers, in line with new federal mandates. These changes include allowing dependents to remain on your plan until age 26, limiting your out-of-pocket and lifetime maximums, and removing coverage limitations for pre-existing conditions.

We offer employees the opportunity to enroll in our benefits if you work more than 20 hours per week and are not a temporary employee. You will be eligible to enroll in coverage after the completion of 30 days of employment. If you have any questions, please contact Mrs. Dione Ross at 757-727-5078.

Next Steps

You will receive a benefit enrollment package at new employee orientation. To enroll please complete the benefits enrollment forms and return to the Office of Human Resources within 60 days of your date of hire.

Please be aware that federal law requires everyone to have health insurance. If you choose to waive coverage and are not covered under a different health plan, you may be subject to a penalty. If you choose to be covered under Hampton University's plan, you will meet your requirement for coverage.

You and Insurance Marketplaces (Exchanges)

You may have heard about new health insurance marketplaces. Individuals who are not offered qualified healthcare coverage through their employer may be eligible for government subsidies to help pay for health insurance premiums for plans purchased in these marketplaces (based on the level of their income and number of dependents). Due to the high standard of health coverage Hampton University offers, a majority of our employees will not be eligible for these subsidies.

To find out more about the new insurance marketplaces, visit <https://www.healthcare.gov/>. Upon request, you can receive the "New Health Insurance Marketplace Coverage Options and Your Health Coverage" notice which will provide you with the necessary information to purchase insurance through the marketplace.