

SUMMARY OF QUESTIONS RECEIVED FROM THE 9/14/2011 WEBINAR
Follow- up questions can be sent to Dan Colacino at Rose and Kiernan,
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Q: What does affordable insurance mean- is this for individual premium or family premium. Our company contributes the same dollar amount for individual premium and family premium, so the individual premium is affordable but the family premium is not.

A: The calculation for affordable insurance is done for both the family and individual premium so if the employee enrolls in family coverage, the determination is whether their contribution for family coverage exceeds 9.5% of their total household income. Same would apply if they had individual coverage

Q: is the presentation available tin PowerPoint?

A: The presentation will be posted to www.rkinsurance.com in PDF. If you need a power point, send me an email at the above email address

Q: We have employees in NYS CT and NJ . . . are regulations based on where they work or live?

A: The regulations will be based on where the employer contract is delivered so if the corporate headquarters is in NYS, and the policy is issued to the headquarters, any NYS laws and regulations will apply. For the most part, all states will be adopting the Federal regulations into their own insurance laws so it should be uniform, except for the Exchange in 2014. That will be more state specific but again; the regulations will be based on where the group policy is delivered.

Q: Can you please repeat the information on the Pre-tax deduction difference between Federal and State for NY . . . I did not get it the first time! Thanks!

A: Don't worry, neither did I! Same sex marriages are not recognized by the Federal Government. The Defense of Marriage Act codified this in 1996. Assume in 2010, the employee has single coverage and marries a same sex partner. The employer is taking the employee's contribution for single insurance on a pre-tax basis. Now the employee enrolls for two person coverage. While the employer can still deduct the employee's contribution for single coverage on a pre-tax basis, the difference between the Single and Two Person rate has to be deducted on a post tax basis. Plus the value of the employer contribution becomes taxable income to the employee (usually done on an imputed income basis and shows on the W-2).. Now assume its September 1, 2011. The deductions scenario is the same for the Federal payroll deductions but NYS Tax and Finance has stated that the NYS payroll tax can be taken on a pre-tax basis. Confusing, I know but if you go to <http://www.tax.ny.gov/> and you'll see Marriage Equality Act on the home page. Click on this and you'll see the guidance sent out on this topic by the NYS Dept of Taxation and Finance

Q: Auto enrollment; 200 insured or 200 eligible?

A: Right now it's 200 eligibles but as stated, further guidance is pending

Q: Where do we get the template from for designing the SBC wording?

A: Go to <http://cciio.cms.gov/programs/consumer/summaryandglossary/index.html>. This site will explain the SBC and how to create a template document
<http://www.healthcare.gov/news/factsheets/labels08172011b.pdf> This site has the actual template in a pdf



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