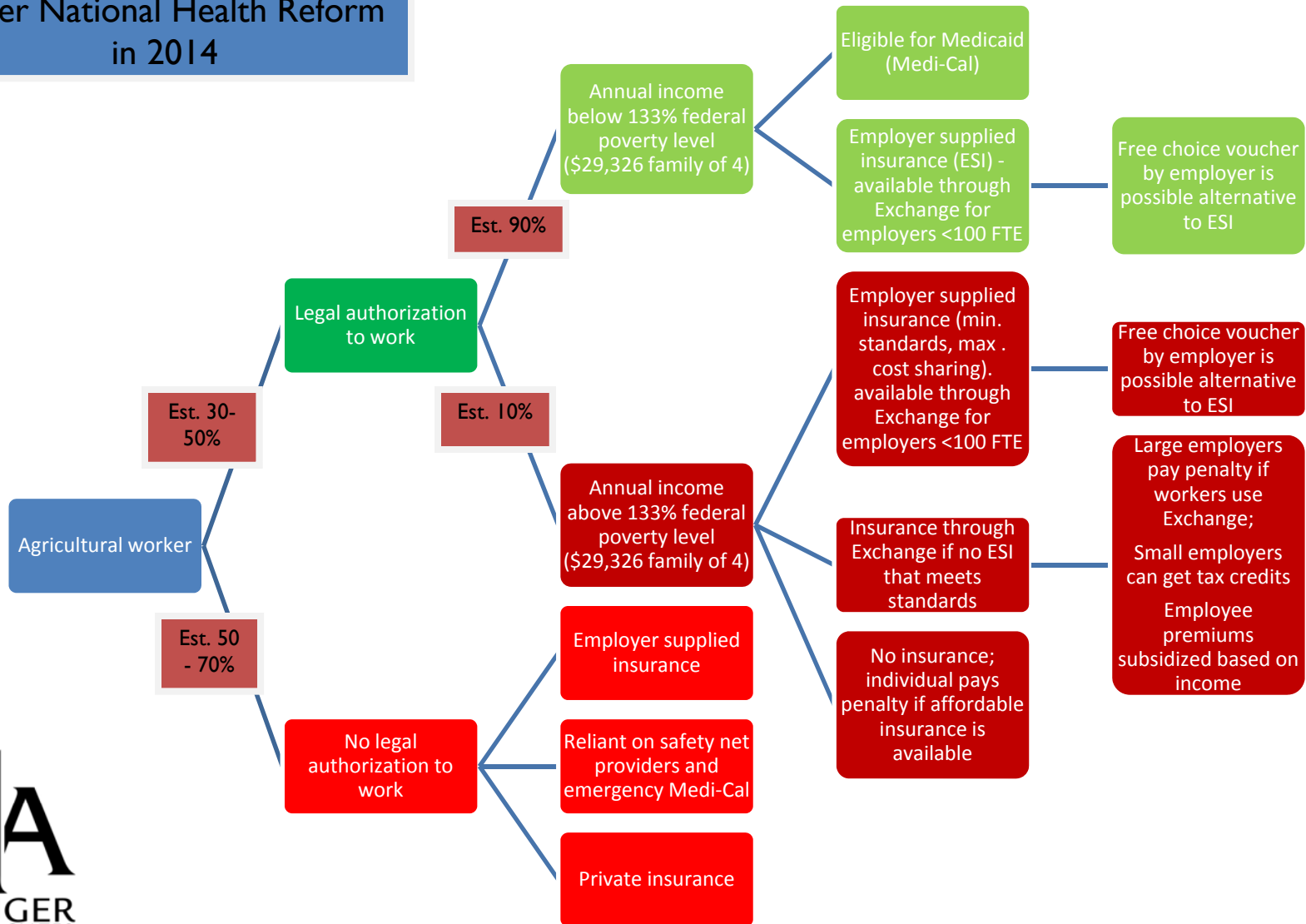


Farmworker Health Coverage under National Health Reform in 2014



Exchange and Employer Coverage

Exchange and Employer Coverage

The Exchange is a virtual marketplace beginning in 2014 which will offer multiple plans with pre-defined benefits at each level. Competition will be on price and quality. Multi-state plans may be in Exchange, and there should be one consumer oriented, nonprofit "Co-op" plan. Each state will set up an Exchange.

Exchange will be open to individuals, and small businesses (<100 FTE) can also purchase through the Exchange. Large employers may be eligible beginning in 2017.

Only citizens and legal immigrants are eligible to obtain coverage through the Exchange.

Small employers can get tax credits beginning 2010 for purchasing health insurance.

Large employers pay penalty if workers use Exchange.

Employee premiums are subsidized based on income.

Small employers (<25 FTE), excluding seasonal workers, with average annual wages of <\$25,000 which purchase insurance, can get a tax credit of up to 35% of premium contribution if they pay at least 50% of premiums, beginning in 2010. Tax credit rises to 50% in 2014.

Employees in Exchange receive refundable and advanceable tax credit for premiums based on income.

For example, employees with incomes of 133% FPL pay no more than 3% of income (\$879/yr for family of 4). At 400% FPL, families pay no more than 9.5% of income (\$8379/yr.)

Large employers (50+ FTE, excluding seasonal workers) must offer minimum coverage (pay 60% of premiums that cost no more than 9.5% of employee income) or pay penalty of \$2,000 for each employee (including seasonal workers, but excluding the first 30 FTEs) if any employee get subsidies through the Exchange. (FTE's based on 30/hrs. week; Seasonals <120 days/year).