



October 10, 2013

Dear Fellow CTA employees:

We value our employees and understand the importance of providing quality health care benefits to you and your families. As in the past, we are committed to offering health plan choices that meet your needs during our upcoming Open Enrollment period in November 2013.

The enclosed “**New Health Insurance Marketplace**” notice is being provided to you as a requirement under the Affordable Care Act, commonly referred to as Health Reform. The notice is designed to inform you about three things:

1. The coverage options and services available through the Marketplace
2. Your potential eligibility for a premium tax credit
3. The loss of employer contributions if you purchase health coverage through the Marketplace

You may be hearing a good deal about the Marketplace – also called the Health Insurance Exchange – on the news and in advertisements. As an employee of Chicago Transit Authority, there are some key points we would like you to keep in mind:

- The Exchange is designed primarily for those without health insurance or those who have employer insurance that does not meet certain standards
- The health coverage offered by Chicago Transit Authority surpasses the “minimum value standards” of the Affordable Care Act, which means that you would not be eligible for a premium tax credit through the Exchange
- With coverage offered by Chicago Transit Authority, you pay a portion of your health care premium through pre-tax payroll deductions.
- If you enroll in a health plan through the Exchange
 - The premiums you pay are on an after-tax basis, so you lose the tax advantage
 - More importantly, you lose the premium contributions that Chicago Transit Authority pays for your health coverage

The Open Enrollment for 2014 Benefit year for Group Health and Dental plans will take place between November 4 – November 22, 2013, with a January 1, 2014 effective date

I strongly urge you to discuss your health care options at that time and also ask that you give careful consideration to the available options. If you have additional questions regarding Open Enrollment, please call the Cigna Information Line which is available 24/7 at 800-567-7642, the HR Benefits Hotline at 1-312-681-2225, option 3 or send an email to benefits@transitchicago.com.

Sincerely,

Omar Brown
Vice President of Human Resources