

IMPORTANT CONSIDERATIONS FOR EMPLOYEES BEFORE DECIDING TO WAIVE COVERAGE

Please note the significant change, effective 1/1/2019, to the Individual Mandate listed below.

Tax Year 2019
The ACA Individual Shared Responsibility Payment (Penalty) is reduced to \$0 beginning 1/1/2019.

If you currently have coverage, or plan to apply for coverage, through the Exchange (Covered California, Nevada Health Link, etc.) and utilize a Premium Tax Credit (PTC) to help you pay for your coverage, take caution. If the coverage your employer offers meets one of the following ACA Affordability Safe Harbors, you are not eligible for a PTC. You will be required to pay back a significant portion of the monies advanced for payment of your premium.

Plan Years Beginning in 2018	Plan Years Beginning in 2019
1) 9.56% of Federal Poverty Level 2) 9.56% of W-2 Box 1 income 3) 9.56% of Rate of Pay	1) 9.86% of Federal Poverty Level 2) 9.86% of W-2 Box 1 income 3) 9.86% of Rate of Pay

ACA Affordability is based on the employee contribution for employee-only coverage on the lowest cost plan offered by the employer that meets the ACA minimum value requirement (60%). The cost of dependent coverage is not part of the Affordability calculation.

The coverage being offered to you by _____ meets the following ACA Affordability Safe Harbor: _____

If you have any questions please contact:	
Contact Name	
Contact Phone Number	
Contact Email	