

U.A. LOCAL 467 HEALTH & WELFARE TRUST FUND

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March 2016

TO: ACTIVE AND RETIRED PARTICIPANTS

RE: INFORMATION ABOUT ACA REPORTING FORMS 1094-B, 1095-B, 1094-C and 1095-C

This Notice is intended to inform you about certain Forms you will be receiving (or have already received) by your Employer, Kaiser, and if applicable the Trust Fund Office as required under the Patient Protection and Affordable Care Act (“Affordable Care Act”). You should receive these Forms in March. No Action Is Necessary on Your Part.

What are Forms 1094-B and 1095-B?

Under the Affordable Care Act, Health Insurance Carriers and Health Maintenance Organizations, such as Kaiser (for insured coverage) and Plan Sponsors (for self-insured coverage) are required to furnish to covered participants Form 1095-B, which includes health coverage information you and your dependents are enrolled in. Kaiser and the Plan are also required to report such information to the IRS (both Forms 1094-B and 1095-B). The IRS will then use this information to verify the months in which individuals were covered by minimum essential coverage, and, therefore have satisfied the Individual Mandate. As a reminder, the Individual Mandate requires individuals, such as you, to have health coverage or potentially pay a penalty for noncompliance. Because the U.A. Local 467 Health and Welfare Plan (“Plan”) is considered minimum essential coverage, if you are covered under the Plan, you meet the Individual Mandate.

How this affects you, is as a covered participant under the Plan, depending on the option you are enrolled in, Kaiser (for the Kaiser HMO option) or the Plan (for self-funded PPO option) will be sending or have already sent you a **Form 1095-B** about the coverage you and/or your dependents are enrolled in for 2015. This information is intended to assist you in reporting your health coverage when you file your 2015 income tax return.

If you would like more information on the Minimum Essential Coverage reporting requirements, please visit the IRS website at <https://www.irs.gov/Affordable-Care-Act/Employers/Information-Reporting-by-Providers-of-Minimum-Essential-Coverage>.

What are Forms 1094-C and 1095-C?

Under the Affordable Care Act, Large Employers (with 50 or more full-time employees) are required to furnish to its full-time employees Form 1095-C, which includes information about health care coverage offered to its full-time employees. Large Employers are also required to report such information to the IRS (both Forms 1094-C and 1095-C). The IRS will then use this information to administer the Employer Mandate and the premium tax credit. As a reminder, the Employer Mandate requires large employers to offer health coverage that is affordable and provides minimum value to its full-time employees and their dependent children. Failure to provide sufficient coverage would subject the employer to a penalty.

How this affects you, is as an Employee your Employer(s) will be sending or have already sent you a **Form 1095-C** about the health coverage offered to you and your eligible dependents. You may then use this information to determine whether you may claim the premium tax credit on your income tax returns. (**Note:** Eligibility for the premium tax credit depends on your household income and only if you are *not* offered affordable or minimum value coverage through your employer).

If you would like more information on the Employer Shared Responsibility reporting requirements, please visit the IRS website at <https://www.irs.gov/Affordable-Care-Act/Employers/Information-Reporting-by-Applicable-Large-Employers>.

Sincerely,
Trust Fund Office

Please be advised that the Trust Fund cannot provide tax or legal advice to you. You should consult your own Legal Counsel and Tax Advisor for advice regarding compliance with the Affordable Care Act and Internal Revenue Service provisions.