



# Chaffey College

## Human Resources

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Date: September 22, 2020  
To: New Hires  
From: Susan Hardie, Executive Director, Human Resources  
Subject: Notice of Marketplace – Covered California

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In compliance with 29 U.S.C.A. § 218b, Chaffey Community College District (hereinafter referred to as "District") is providing this Notice to you concerning your health insurance coverage options under the Patient Protection and Affordable Care Act (ACA).

The ACA required states to establish a health coverage exchange (also known as a Health Insurance Marketplace) where individuals may compare coverage options and shop for health coverage. California's Health Insurance Marketplace is called Covered California.

Starting January 1, 2014, the ACA requires all individuals to have health insurance coverage or pay a tax penalty to the Internal Revenue Service. If you are already enrolled in coverage through the District, then you will avoid this tax penalty. The District will continue to offer coverage to eligible individuals. If you elect to enroll in a District plan, you will receive a Summary of Benefits and Coverage upon enrollment and renewal, if renewal is required to maintain coverage. These summaries are also available on the District's human resources web page referenced below.

If you are not eligible for coverage through the District, you can obtain individual health insurance coverage through Covered California. Employees eligible for benefits through the District will also have the option of purchasing coverage through Covered California, but the District will not contribute to the cost of a plan purchased by you through Covered California. All or a portion of the District's contribution to health coverage offered through the District may be excludable from income for Federal income tax purposes. If you are eligible for benefits through the District but opt to purchase coverage through Covered California instead, you will not benefit from this Federal income tax exclusion because payments for coverage through Covered California are made on an after-tax basis.

Depending on household income, some individuals may become eligible for subsidies to help pay for insurance coverage purchased through the Health Insurance Marketplace. You may be eligible for a tax credit that lowers your monthly premium, or a reduction in certain cost-sharing, if your employer does not offer coverage to you at all or does not offer coverage that meets certain standards. Specifically, you may be eligible for subsidized coverage through Covered California if you would have to pay more than 9.5% of your annual household income toward the District's lowest cost self-only plan or if that plan does not meet the "minimum value" standard set by ACA (i.e. employer plan must share at least 60% of the total allowed costs of benefits).

To get more information, visit the Covered California website at [www.coveredca.com](http://www.coveredca.com) or call 1-800-300-1506. For additional and frequently asked questions please visit <https://www.coveredca.com/FAQs>.

The District wants to make sure that you are fully informed regarding the changes under the ACA that might impact you. For your convenience, this information is available on the District's human resources web page at <http://www.chaffey.edu/humres/Employee%20Benefits.shtml>.