

To comply with the ACA, Premier Health will provide affordable medical coverage for employees who qualify for the ACA eligibility classification, based on the following guidelines.

All actively employed Full-Time, Part-Time, Support, and other non-benefit eligible employees who worked an average of 30 hours per week or 1560 hours during the annual look-back period between 10/2015 and 10/2016 are eligible to enroll in the Premier Health Employee Plan.

Newly-eligible employees that qualify will need to actively enroll during the Open Enrollment period if they wish to elect medical coverage.

1. **How will I know if I qualify for the ACA eligibility class?**  
All employees who qualify for the ACA eligibility class will be notified with their Open Enrollment communications. This packet will be mailed to the employee's home before the Open Enrollment period begins.
2. **If I qualify for the ACA eligibility class, what benefits am I eligible for?**  
The ACA eligibility class requirement only applies to medical benefits. To qualify for most other employee benefits, you must be a full-time or part-time employee.
3. **If I qualify for the ACA eligibility class, how much will I pay for medical benefits?**  
If you qualify and enroll in the Premier Health Medical Plan, your employee contribution will be based on your budgeted hours, as follows:
  - **Full-Time employees budgeted for 72 hours or more per bi-weekly pay period** will pay the full-time employee contribution rate.
  - **Part-Time employees budgeted for 40 - 71 hours per bi-weekly pay period** will pay the part-time employee contribution rate.
  - **Employees budgeted for less than 40 hours per bi-weekly pay period** or considered to be support employees will pay the part-time employee contribution rate.
4. **What if I don't qualify for the ACA eligibility class - can I still get medical benefits?**  
That depends on your employment status. If you don't qualify for the ACA eligibility class because you didn't work 1560 hours during the annual look-back period, you are still eligible for medical benefits if you are a full-time or part-time employee budgeted 40 or more hours per bi-weekly pay period. However, if you are budgeted for less than 40 hours per pay, or considered to be a support employee, you are not eligible to participate in the medical plan.
5. **If I am a full-time or part-time employee who qualifies for the ACA eligibility class, but later transfer to a Support position in 2016, what will happen to my medical benefit?**  
If an ACA-eligible employee changes employment status from a full-time or part-time benefit-eligible position to a non-benefit-eligible position, the employee will continue to be covered under the medical benefit, but will be responsible for paying the part-time employee contribution rate.
6. **Who can I call if I have questions about the ACA eligibility class?**  
The benefits department is available to assist you if you have further questions:
  - Julie Pearce - 937-499-8211