

Staff,

Please take a moment to review the information below that may assist you in securing lower cost health insurance coverage for your dependents in the coming year.

When the Affordable Care Act (ACA) was enacted in 2010, family members of employees who had access to employer-sponsored health insurance were considered ineligible for the premium assistance or Advanced Premium Tax Credit offered by the federal government through the “Obamacare” marketplace. This was true whether the employer coverage offered to dependents was considered “affordable” or not.

Beginning January 1st, 2023, this is no longer the case. Due to the recent “Family Glitch” ruling, if the premium for an employer-sponsored family plan is more than 8.39% of your total household income, your family or individual family members could now be eligible for financial assistance on individual plans offered through Your Health Idaho or the healthcare marketplace in your state.

Based upon your family size, if your income is below 400% of the Federal Poverty Level (FPL) amount listed on the attached Reference Chart, your family may qualify for assistance.

Please note that the only time in 2024 this opportunity will be available to employees of Connections Credit Union is during our upcoming annual open enrollment. Any application for premium assistance must be for an effective date of January 1st, 2024.

Please be aware that we not encouraging any current or future dependents to come off our medical plan, and anyone who would like to keep or add their dependents to our plan at open enrollment are welcome to do so. Our goal with this notice is to ensure that anyone who is now eligible for this financial assistance is made aware of it in the event it may benefit you and your family.

There are several resources available to help determine your eligibility for this program.

1. The team that supports our employer-sponsored health plan can help quickly determine each employee’s eligibility for this program during our open enrollment meetings next week. Health Plan Partners can also be reached at (877) 734-5932 or tammy@hplanpartners.com.
2. Contact a local agent in your community that sells individual health insurance.
3. Idaho residents may contact Your Health Idaho at www.yourhealthidaho.org.
4. Residents of any other state should contact the Healthcare Marketplace in your state.

Additional information about this change is attached to this notice. Thank you to the employees and families that support our organization.

Questions?

Please call (877) 734-5932