

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 10/2017 and 10/2018 are eligible to enroll in the Premier Health Employee Plan for the 2019 plan year.

Newly-eligible employees that qualify will need to actively enroll during the Open Enrollment period if they wish to elect medical coverage effective January 1, 2019.

1. How will I know if I qualify for the ACA eligibility class?

All non-benefit eligible employees who qualify for the ACA eligibility class will be notified by mail of their opportunity to enroll in the medical plan during Open Enrollment.

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 32 - 71 hours per bi-weekly pay period** will pay the part-time employee contribution rate.
- **Employees budgeted for less than 32 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 32 or more hours per bi-weekly pay period. However, if you are budgeted for less than 32 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 2019, 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 is still eligible for the medical benefit. If the employee would like to continue the medical benefit, they would need to re-enroll, 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:

Hospital Employees:

- Sherry Jenkins - 937-499-5431 (if your last name begins with A - L)
- Sarah Blakley - 937-499-5427 (if your last name begins with M - Z)

Physician Network Employees:

- Krista Pendergrass - 937-499-8211

Fidelity Employees:

- Quin Bailey - 937-208-6484
- Linda (Marcella) Bryant - 937-208-6532
- Ammie Mathis - 937-208-6483

SBHI Employees:

- Laura McCray - 937-734-4392