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REVISED (May 2014): ACA Required "Exchange Notice" for all new UC hires

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Dear Colleagues,

Please find the attached, revised Affordable Care Act (ACA) notification that is required to be given to all new employees. The Affordable Care Act requires that employers notify all new hires (regardless of benefits eligibility status or part-time or full-time status) of the existence of the health insurance "Exchange" or "Marketplace" and describe the services offered by the Marketplace. The attached notice replaces the ACA required notice released in September 2013.

This legally required notice must be provided via hardcopy along with on-boarding information provided to new employees. **Please discard any old versions of the notice from for distribution and replace with the attached version.**

For convenience, the notice is posted on the Medical Plans page under "NOTICES" within UCNet at the following link: http://ucnet.universityofcalifornia.edu/_files/pdf/aca_notice.pdf and on the UCSC Benefits Office website under "Benefits News, Affordable Care Act" at the following link: http://shr.ucsc.edu/benefits/ben_news/index.html

Model content of the notice was provided by the Department of Labor. A cover letter to the notice was provided by systemwide UC Human Resources and Benefits for additional clarification. Please print the letter and notice onto a single sheet of paper and provide this complete notice to all new hires.

If you receive questions from **employees covered by or eligible for UC benefits, you may confirm with them that they don't need to take action in the new health insurance marketplace.** Employees who are

not eligible for UC-sponsored benefits should be referred to: coveredca.com. Those with questions may also be referred to the UCSC Benefits Office at 459-2013.

Briefly, the revisions in the new notice, compared to the September 2013 notice, are:

- Change in language tense to reflect that the ACA health insurance marketplace is no longer “new”
- Removal of language that was evaluative of the ACA marketplace vs. UC health programs (e.g. %age of income for plan cost and potential eligibility for tax credit)
- Insertion of section stating that UC student health plans meet ACA requirements *
- Removal of ACA application completion guidance “tips” and campus contact information and instead refers to UCNet, UCSHIP and CoveredCA websites for more information

*You may recall that in September 2013, when the initial notice was provided to the campuses for distribution, there was a separate version of the notice to be drafted for student employees. With this current version, ALL employees (faculty, academic appointees, staff, post docs, fellows, student employees, etc...) receive the same notification.

Please feel free to contact me with any questions or comments at 459-3993.

Kindest regards,

Marianne Mclvor, Principal Benefits Analyst, UCSC

UCSC Benefits Office, 1156 High St., Santa Cruz, CA 95064

Mailstop: Benefits Office

Office hours: Mon., Tue., Thur., Fri. 8am to 5pm; Wed. 8am to Noon

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