Affordable Care Act Update
– What You Need to Know

The Affordable Care Act (ACA) is federal legislation signed into law by President Obama in March 2010. The ACA was enacted with the goals of increasing the quality and affordability of health insurance. The legislation included several health care reforms and both individual and employer mandates.

- The Individual Mandate became effective January 1, 2014 and requires most Americans to have medical insurance. Those who do not have insurance may have to pay a tax penalty when filing their 2014 tax return.

- The Employer Mandate, also known as the Employer Shared Responsibility, became effective January 1, 2015. Employers with 50 or more full-time employees are required to offer medical insurance to the employee and their children up to age 26. Employers may be subject to penalties for non-compliance with the reporting requirements and/or not offering/providing coverage to their full-time employees.

OSU docs provide medical insurance to its benefit eligible employees. Classified and Unclassified employees in positions at .50 FTE or greater. But, under the ACA employees that may not have been in a benefit eligible positions in the past or fell below benefit eligibility may now qualify for medical insurance. Examples of employees that may now qualify for medical insurance include: Temporary Service (TS) employees; employees and/or returning retirees in less than .50 FTE positions; employees or leave of absence; employees that go into leave without pay; and undergraduate students.

For additional information on the Affordable Care Act, please visit http://hr.oregonstate.edu/benefits/affordable-care-act

If you have questions, please contact the Office of Human Resources – Employee Benefits at (541) 737-2805 or by email at employee.benefits@oregonstate.edu.