

New 1095-C tax form

Dear Faculty and Staff,

As part the requirements of the Affordable Care Act (ACA), some employees will receive a new 1095-C tax form that contains important information about their University System of Georgia healthcare coverage.

Employers have been given an extension to deliver these forms to employees no later than March 31, 2016; however, for 2015 tax filing purposes, **you do not need to wait until you receive your 1095-C Form to file your taxes.** You may provide the information as you did last year on your 2014 tax form with any updated information you have. You will not be required to amend your tax return solely because the information on the 1095-C you receive after filing your tax return is different. Please consult with your tax adviser for tax advice.

Employees who will receive the form include those who:

- were enrolled in healthcare coverage through the University System of Georgia at any point in 2015, or
- worked an average of 30 or more hours per week or were considered a full-time employee (as defined by the Affordable Care Act or “ACA”) in 2015.

Employers are required to send the Form 1095-C to applicable employees as part of the ACA. The 1095-C Form contains information that will help you answer questions on your tax return regarding the Affordable Care Act’s Individual Mandate that everyone has health insurance coverage. If you qualified as a full-time employee (as defined by the ACA), the form will contain information that may help you and the federal government determine your eligibility for a premium tax credit if you purchased health insurance through the Affordable Care Act’s Health Insurance Marketplace. More information about the Form 1095-C is available on the IRS website at: <https://www.irs.gov/Affordable-Care-Act/Questions-and-Answers-about-Health-Care-Information-Forms-for-Individuals>.

NOTE: In any month that you are eligible for health coverage through the University System of Georgia, you and your family will not be eligible for a premium tax credit with respect to coverage purchased in the Affordable Care Act’s Health Insurance Marketplace. This is because the University System of Georgia’s health coverage provides minimum value and is considered affordable by Affordable Care Act standards. In other words, if you are eligible for University System of Georgia health insurance (whether you elect to buy coverage or not), you are not eligible for the premium tax credit.

If you have general questions about your Form 1095-C, contact UGA Human Resources (hrweb@uga.edu) or UGA Payroll (payroll@uga.edu).