**[Name of Employer]**

**WAIVER OF COVERAGE**

**2017**

Having met the eligibility requirements, you are being offered the opportunity to enroll in health coverage offered by \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ [Name of Employer]. You have the right to decline (waive) coverage by signing and dating this form. If you do waive coverage for yourself, you may not cover dependents under the employer’s health plan.

The company believes that the coverage offered to you satisfies the requirements of the Affordable Care Act (ACA), specifically that the plan is affordable and provides minimum value.

The decision to waive employer-sponsored health insurance coverage that meets the affordability and minimum value requirements of the Affordable Care Act (ACA) has consequences for you. There may be other adverse consequences beyond those listed below.

* You will **not** qualify for government credits and subsidies to purchase individual health insurance on the Marketplace, even if you meet related household income standards.
* If you waive this coverage and do not obtain coverage on your own, you will be subject to a tax penalty under the individual responsibility requirement of the ACA.
* If you waive coverage now, you cannot enroll in \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_’s [Name of Employer] health plan until the next open enrollment, unless you experience a qualified change in status and request to enroll in the employer’s plan within 30 days of the qualified change in status. Examples of qualified changes in status include if you are covered under another plan but that coverage is lost or if you gain a new dependent through birth, adoption or marriage. If you miss the 30-day enrollment deadline, you must wait until open enrollment.

I acknowledge that my employer has offered me a qualified employer-sponsored health insurance plan the meets the affordability and minimum value requirements of the Affordable Care Act.  I have read and understand the consequences of my waiver of coverage, including that, under the Affordable Care Act, if I decline an offer of employer-sponsored health insurance that meets the affordability and minimum value requirements, I am also waiving my entitlement to claim an Advanced Premium Tax Credit (subsidy) when I purchase health insurance on the Exchange.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name of Employee

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature of Employee Date

As a representative of the employer, I received this Waiver of Coverage from the above employee on \_\_\_\_\_\_\_\_\_\_\_\_\_\_.

 Date

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature of Employee Representative