

## **Teamsters Local 731 Health and Welfare Funds**

### **Notice to Contributing Employers regarding reporting obligations under the Affordable Care Act (ACA).**

The ACA requires plan sponsors and certain employers to provide annual information to both plan participants and to the Internal Revenue Service (IRS) regarding health care coverage.

**Check with your legal counsel on your reporting obligations. Information contained in this correspondence is provided as a courtesy. This letter is not legal advice.**

The purpose of the reporting requirement is to determine if employees are offered health care coverage and if that coverage is deemed “affordable” under the ACA.

The ACA requires statements to be sent to employees and to the IRS in early 2023 for health coverage in 2022.

#### **What the Teamsters Local 731 Health and Welfare Funds WILL DO**

- Transmit form 1094-B to the IRS and provide individual statements (Form 1095-B) to each employee/member covered by the Fund in calendar year, 2022.

#### **What the Teamsters Local 731 Health and Welfare Funds WILL NOT DO**

- The Funds will not let contributing employers know who was or was not covered by the Funds during 2022. Our understanding is that eligibility information is protected by the Health Insurance Patient Protection Act (HIPPA).
- The Funds will not file forms 1094-C or 1095-C. Forms 1094-C and 1095-C are an employer’s responsibility.

The Funds do not have the required information necessary to fulfill an employer’s reporting responsibilities.

#### **Information regarding Teamsters Local 731 Health and Welfare Funds**

- The Plans do cover eligible dependent children to age 26.
- The Plan provides “minimum essential benefits” as defined under the ACA.
- The Plan meets the definition of “minimum value” under the ACA.

#### **Where to go for additional information**

- <https://www.irs.gov/Affordable-Care-Act/Employers/Questions-and-Answers-on-Employer-Shared-Responsibility-Provisions-Under-the-Affordable-Care-Act>