



**YORK COUNTY
COMMUNITY COLLEGE**

TO: College Community
FROM: Dr. Barbara E. Finkelstein, President
RE: Affordable Care Act
DATE: May 23, 2018

I am writing to let you know about the College's continuing efforts to comply with the Patient Protection and Affordable Care Act, also known as PPACA or ACA. As you may be aware, the ACA impacts adjunct faculty and some employees that, at our college, are considered part-time. The Act does not affect regular employees who are already receiving health insurance benefits as part of employment with MCCS.

As you may know, the ACA requires the Maine Community College System (MCCS) to offer health insurance to employees who work 30 or more hours per week. To determine eligibility for an offer of coverage, MCCS uses a one-year "Look-back Period" as allowed by the law. The currently applicable Look-back period used by MCCS runs from April 1, 2017 through March 31, 2018 and includes work at this college as well as other colleges within the Maine Community College System.

Employees who qualify under the Look-back period should have received a written offer of health insurance coverage from the System Office. Employees qualifying for insurance will be required to pay a portion of the self-only insurance premium. That portion will not be more than 9.5% of the employee's anticipated annual pay (considered a "Safe Harbor" for affordability). Employees qualifying for insurance under the Look-back period who choose coverage for dependents will be required to pay the entire premium.

If you believe you qualify for insurance under the ACA and you have not received an offer letter from the System Office, please contact Ellen Harford so that we can review your employment status and offer you the coverage, if appropriate.

Thank you.