

New Hire Benefit Eligibility Under the Affordable Care Act (ACA)

The purpose of this notification is to advise you that per the Affordable Care Act (ACA), the CSU is required to offer health coverage to employees (and any eligible dependents) that have worked an average of 130 hours (or 0.75 time base) or more per month over the course of the previous 12-month period.

We have conducted a review of your time base, and determined, as a result, **you are eligible for enrollment in a CSU health (medical only) plan sponsored by CalPERS or FlexCash in lieu of health coverage.** If you enroll in FlexCash, you will receive an additional \$128.00 per month if you can certify that you are enrolled in a non-CSU health plan.

You and your enrolled, eligible dependents would have access to health coverage for the next 12 months as long as you continue to be actively employed with the CSU and your time base does not drop below 0.75 FTE. Should your time base drop below 0.75 FTE or you separate from the University prior to the end of the 12 month period, you will be offered COBRA for continuation of health coverage.

Please contact the Payroll and Benefits Office for further information and instructions on how to enroll in benefits. **If no action is taken within 60 days of this notice, you are agreeing by default to decline our offer of benefits.**

For further information, please contact the Payroll and Benefits Office at (707) 664-2793 or payroll@sonoma.edu.