To: Rensselaer Benefits Eligible Faculty & Staff
From: Curtis N. Powell, SPHR
Vice President for Human Resources
Date: January 29, 2016

Eligible faculty and staff will receive a new health care tax form called the Form 1095-C. Here’s what you need to know about Form 1095-C.

Form 1095-C is a new requirement under the Affordable Care Act (ACA), and provides you, your tax preparer and the IRS important information for 2015 about the offer of health insurance to you by Rensselaer.

Part II of the form identifies month-by-month information for 2015 about the offer of health insurance and your election to participate or not participate in the coverage that was offered to you. Part III of the form contains information about which dependents were covered (if applicable), and which months you and any covered dependents had coverage. Part III of Form 1095-C provides “proof” that you and your family members had minimum essential coverage as defined by the Affordable Care Act during the 2015 tax year. Failure to have minimum essential coverage may result in tax penalties for you.

This document contains general information about IRS reporting as required by the Affordable Care Act. The information is provided for informational purposes only and should not be considered as legal or tax advice. For more information regarding the Affordable Care Act and IRS reporting, please refer to the IRS website at www.irs.gov or consult your tax adviser.

Confused about Form 1095-C?
Scan QR code to WATCH a short presentation or visit bit.ly/1095-SI-50plus

When will I receive Form 1095-C?
Normally by January 31 of the year following coverage. For 2015, the deadline to furnish Form 1095-C has been extended from January 31, 2016 to March 31, 2016. However, Rensselaer will distribute them by February 15, 2016.

What if I was covered by my spouse’s health insurance plan through his/her employer; will I still receive a Form 1095-C from Rensselaer?
Yes. If you were a full time employee in 2015, Rensselaer will provide this form to you, regardless of whether you opted to enroll in Rensselaer health insurance benefits. In addition, your spouse will receive a Form 1095-B or Form 1095-C reporting your enrollment in that plan.

What do I do with the Form 1095-C?
Keep this form with your 2015 tax records, and give a copy of it to your tax preparer. If you prepare your own taxes, you may need to refer to this information as you prepare your return.

Who do I contact if I have questions?
Should you have any questions regarding Form 1095-C, please contact Louis Padula, Director of Benefits, Retirement, & HRIS at 276-6164.