



Affordable Care Act's (ACA) Requirements Applicable to Large Contributing Employers

February 2021

Dear Employer or Association:

With this letter, the Health and Welfare Plan of the Midwest Operating Engineers Welfare Fund is providing certain information with respect to the ACA's large contributing employer reporting requirements:

Name of Fund: Health and Welfare Plan of the Midwest Operating Engineers Welfare Fund
EIN: 36-6109395
Plan Number: 501
Plan Year: April 1 – March 31

The Affordable Care Act (ACA) provides that a large contributing employer to a multiemployer plan will be treated as having met its obligations to offer health coverage under IRC Section 4980H with respect to a full-time employee (and thus avoid penalties with respect to that employee) if the employer is required by a collective bargaining agreement (or appropriate related participation agreement) to contribute on behalf of that employee to a multiemployer plan that provides coverage to individuals who satisfy the plan's eligibility conditions, meeting the affordability and minimum value requirements and that offers coverage to those individuals' dependent children.

This letter provides the required information that will assist contributing employers to understand the Fund's rules under the ACA and IRC Section 4980H. In addition, this will assist employers to complete reporting required to be submitted by large (50 or more full-time employees or equivalents) employers under Internal Revenue Code Section 6056.

Specifically, the following information will assist a large contributing employer as it completes Form 1095-C (required to be filed in 2020) for each of its full-time employees for whom the employer is required to contribute to the Fund.

- 1. Minimum Essential Coverage**
The Fund provides minimum essential coverage, as defined in the ACA.
- 2. Minimum Value**
The health benefits offered by the Fund meet the 60 percent minimum value standard.
- 3. Dependent Coverage**
The Fund offers coverage to eligible participants and to eligible dependents up to age 26.

4. **Premiums/Affordability**

Participants do not pay premiums to the Fund for self-only coverage; therefore, the coverage is deemed affordable under the ACA.

The Fund will not provide guidance on completing Forms 1095-C or 1094-C. We suggest you seek guidance from a tax expert or legal counsel.

The Fund will be completing Form 1094-B and Form 1095-B in 2021 for Calendar Year 2020 as required by the law.

If you have any questions, please contact the Fund Office at (708) 482-7300.

Sincerely,

Midwest Operating Engineers Fringe Benefit Funds