



# ACA Employee Group Agreement

Use this form to enter into an agreement with OEBB to allow the Entity to set up the ACA Employee Group.

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\_\_\_\_\_ entity would like to enter into an agreement with OEBB to allow the Entity to set up the ACA Employee Group for employees working for the Entity in a temporary or intermittent non-benefit eligible position, but who have met the definition of a full-time employee under the Affordable Care Act (ACA).

We understand and agree to the following (*please initial each bullet*):

- We understand the ACA Employee Group can only be used for those temporary or intermittent employees that are not in a benefit-eligible position, eligible for benefits under a collective bargaining agreement AND do not receive a benefit contribution of any amount or type from the Entity.
- We understand the only medical plan option(s) available to the ACA Employee Group are the OEBB Bronze Plan(s).
- We understand that failure to use the ACA Employee Group and the OEBB Bronze Plan(s) in accordance with OAR 111-030-0011 will result in the Entity losing access to this special employee group and the OEBB Bronze Plan(s) and may result in the Entity being subject to the penalty under the ACA for not providing employees meeting the definition of a full-time employee under the ACA access to a medical plan that meets the essential benefits requirements.
- We understand that offering the OEBB Bronze Plan(s) will not eliminate the risk to the Entity of penalties under the affordability provisions of the ACA.

We understand the OEBB Bronze Plan(s) will be limited to:

- Employee only and employee plus child(ren) coverage using the tiered rate structure; and
- Active employees as described above and COBRA participants eligible due to loss of coverage as an active employee as described above.

We further understand:

- The ACA Employee Group’s availability, enrollments and application of criteria set forth in sections above and contained in OAR 111-030-0011 are subject to ongoing monitoring and review by OEBC to confirm compliance.
- Employees eligible for inclusion in the ACA Employee Group may not be offered or enroll in any the following OEBC benefits as an eligible subscriber: dental, vision, life, AD&D, disability or long term care.
- Employees eligible for inclusion in the ACA Employee Group may be included in the Entity’s employee assistance program (EAP), but will not be included as an EAP-eligible employee along with benefit-eligible employee groups of the Entity.
- Employees included in the ACA Employee Group are not eligible to participate in Healthy Futures or receive benefits under any of the OEBC wellness programs such as Weight Watchers, Healthy Team Healthy U, Gym Reimbursement Rewards, etc.

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Signature of Person Authorized to Commit the Entity to this Agreement

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Date

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Printed Name of Person Authorized to Commit the Entity to this Agreement

**For OEBC Use Only:**

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OEBC Authorized Signature

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Date Received