

OPERATING ENGINEERS LOCAL 139
HEALTH BENEFIT FUND

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Frequently Asked Questions – Reporting to the IRS for your Health Coverage

In the near future you will receive a new tax form, Form 1095-B, from the Operating Engineers Local 139 Health Benefit Fund (the “Health Fund”). The IRS created Form 1095-B in response to the Affordable Care Act (“ACA”). Form 1095-B will show if you have at least the minimum required level of health insurance for calendar year 2015. The Health Fund’s health benefits meet the federal requirement that you have this minimum level of health coverage, called “minimum essential coverage.” If you had a break or gap in coverage in 2015, you may incur a federal tax penalty. Below are answers to questions that should help you understand the form and what you need to do with it when you receive it. Attached is a blank sample form so that you know what it will look like before your information is added. **HOWEVER, nothing in this FAQ is intended to, or does, provide tax or legal advice. If you have questions concerning your tax or other legal obligations you should consult a tax or legal advisor.**

When will the Form 1095-B be mailed?

The Form 1095-B will be mailed by the Health Fund to all active participants, pre-Medicare retirees, and Medicare retirees. The same information will also be reported by the Health Fund to the IRS. The IRS due date is March 31, 2016 for the calendar year of 2015, however, the Health Fund will send it out earlier. You can file your tax return without the Form 1095-B if you know what months you had minimum essential health coverage in 2015.

Why do I need the Form 1095-B?

If you did not have the minimum required health coverage in 2015, and you do not qualify for an exemption for this requirement, you may incur a federal tax penalty. The Form 1095-B helps you and your tax preparer determine your compliance with federal law. If you had the Health Fund’s coverage for all 12 months of 2015, you can complete your tax return without the Form 1095-B. When you receive the Form 1095-B, you should keep it with your tax records.

What information will be on the form?

The Form 1095-B will have the names and social security numbers for you and any of your dependents (spouse or children) covered under the Health Fund in 2015. If the Health Fund does not have a social security number for a dependent, then the dependent’s birth date will be reported. If you had coverage for all 12 months of 2015 with the Health Fund, there is a box in Part IV column (d) that will be checked. If anyone listed on the form did not have coverage for the full year, there is a box for each month and the months that each person was covered will be checked. The form will only show coverage months with the Health Fund. If you had coverage with any other fund, insurer, or employer during 2015, you should get a separate form from them.

I am retired, will I receive a Form 1095-B?

Yes, if you are retired you will receive a Form 1095-B from the Health Fund.

What does my Employer have to report to the IRS?

Generally, if your employer has at least 50 or more full-time or full-time equivalent employees in 2015, they are required to send a Form 1095-C (that looks similar to the Form 1095-B) to both you and the IRS. If you worked for more than one contributing employer in 2015, you would only receive a Form 1095-C from the companies that meet the size requirement noted above. Also, since this is a multi-employer health fund, the employer will not check the boxes for the individual months of coverage, they will simply report a code that they contributed to a multi-employer health plan on your behalf. Since employers do not have the Health Fund's detailed eligibility information, they would not know which months you had coverage.

What do I do with the Form 1095-B?

In the process of completing your 2015 income tax forms, you will be asked questions about your health insurance coverage. You or your tax preparer may need the information from Form 1095-B to complete those questions. You may need to consult a tax advisor for more information if you did not have coverage with this Health Fund for all 12 months of 2015 to determine if you incurred a federal tax penalty with the IRS. You can also see your 2015 eligibility by using the Health Fund's web site link on the union's web site at www.iuoe139.org. After you log in, you can obtain Eligibility information. As a reminder, eligibility quarters are not the same as calendar quarters. You need to enter the eligibility range from 12/01/2014 to 02/29/2016 to cover the 2015 calendar year of January through December.

Below is a link to more information from the IRS:

<https://www.irs.gov/Affordable-Care-Act/Questions-and-Answers-about-Health-Care-Information-Forms-for-Individuals>