SAMPLE

(Name of Employer)
WAIVER OF COVERAGE

You may decline health coverage offered by your Employer,_____ (Name of Employer). This is called a waiver of coverage. If you waive coverage for yourself, you may not cover dependents under the Employer's health plan.

Please note that if you decline essential minimum coverage considered affordable and minimum value under the Patient Protection and Affordable Care Act ("ACA"), you will not qualify for government credits and subsidies to purchase individual health insurance on the Marketplace.

The decision to waive coverage has consequences for you. For example:

- Unless you sign a waiver stating that you are covered under another plan, such as a spouse's plan, Medicaid, or Medicare, you cannot enroll in the Employer's health plan until the next open enrollment. However, if you are covered under another plan, but that coverage is lost, you can enroll in your Employer's health plan immediately. There's a time limit for enrolling after the other coverage is lost: you must request to enroll in your plan within 30 days of losing the other coverage.
- If you gain a new dependent through birth, adoption or marriage, you may enroll yourself, the new dependent, and the entire family at that time, but you must do so within 30 days of gaining the new dependent. If you miss the 30-day enrollment deadline, you must wait until open enrollment.

I acknowledge that the Employer has offered me affordable minimum essential coverage providing minimum value, as defined under the ACA, for the period from _____ to _____. I have read the above and I understand the consequences of my waiver of coverage.

_____ _____ _____

Name of Employee Signature of Employee Date

As a representative of the Employer, I received this Waiver of Coverage from the above employee on _____ (Date).

_____

Signature of the Employer Representative