

Frequently Asked Questions and Answers about Tax Form 1095-B/1095-C

1. What is Form 1095-C?

Form 1095-C is a tax form that employers are required to send to individuals. Form 1095-C contains detailed information about the medical coverage provided by Caltech. If you were enrolled in medical coverage at Caltech, worked an average of 30 or more hours per week, or were considered a full-time employee at any point in the previous tax year, then you should receive a Form 1095-C. **Although you do not need this form to file your tax return, it is important to keep it for your records.** Think of the form as your “proof of insurance” for the IRS.

2. What is Form 1095-B?

In addition to Form 1095-C, you may also receive Form 1095-B if you were enrolled in a fully insured plan offered to active employees such as Kaiser HMO. You may also receive Form 1095-B if you are a retiree who is not Medicare eligible and you were enrolled in a Kaiser or Aetna plan. Form 1095-B is another tax form which reports the type of coverage you have, the dependents you covered, and the period of coverage for the previous tax year. This form is used to verify you and your dependents had at least minimum qualifying health insurance coverage.

3. Am I required to have health coverage?

Beginning in 2018 the **Federal** Affordable Care Act no longer has an Individual Mandate; however the following **States** have Individual Mandate Programs (these laws change from time to time so you should check the laws of the state where you reside):

- California
- District of Columbia (Washington D.C.)
- Massachusetts
- New Jersey
- Rhode Island
- Vermont

4. What is the difference between Form 1095-B and Form 1095-C?

The forms are very similar. The main difference is **who** sends the form. The entity that provides you with health coverage is responsible for sending a Form 1095.

- You will receive Form 1095-B if you were:
 - An **active** employee covered by Caltech’s fully insured Kaiser HMO plan, **or**
 - A **retiree** who was not Medicare eligible at any time during the previous tax year who was covered by Caltech’s fully insured Kaiser or Aetna plan.
- You will receive Form 1095-C if you were:
 - An **active** employee covered by one of Caltech’s self-insured Anthem plans at any time during the previous tax year, **or**
 - An **active** employee who was offered health insurance by Caltech but did not enroll.

5. Who receives Form 1095-C?

Employers such as Caltech, with 50 or more full-time equivalent employees, are required to send Form 1095-C to any active employee who was full-time (worked an average of 30 or more hours per week) according to the provisions of the Affordable Care Act, or who was enrolled in Caltech’s self-insured health plan in the previous tax year.

6. Why did I get more than one Form 1095-C?

If you and/or your spouse were enrolled in another employer-sponsored plan (outside of Caltech) at any time in the previous tax year, you may receive a Form 1095-C from each employer. You should keep both forms for your records as supporting documentation of your health coverage in the previous tax year.

7. Why didn't I get Form 1095-C?

If you were not full-time (working an average of 30 or more hours per week) and were not enrolled in self-insured health care coverage through your employer at any time during the previous tax year, you should **not** receive Form 1095-C. You may also not receive Form 1095-C if you were a dependent on another insurance plan. You may also not receive Form 1095-C if you were enrolled in a Kaiser or Aetna plan in the previous tax year.

8. When will I get my Form 1095?

The IRS requires Caltech to furnish Form 1095-C by March 2 (March 3 in a leap year), or the next business day if the due date falls on a weekend or holiday.

If you are enrolled in a Kaiser plan, you will receive the additional Form 1095-B directly from the insurance carrier by the end of March.

9. What should I do with my Form 1095?

When you receive your Form 1095, keep it for your records with your other tax documents.

10. What information is on Form 1095-C?

There are three parts to the form:

- Part 1 reports information about you and Caltech.
- Part 2 reports information about the coverage offered to you by Caltech, the affordability of the coverage offered, and the reason why you were or were not offered coverage.
- Part 3 reports information about the individuals covered under your plan, including dependents.

11. Do I need Form 1095-B/1095-C to file my taxes?

No, you do **not** need Form 1095B/1095C to file your taxes. However, it is important to keep Form 1095 for your records.

12. What if I'm a non-resident employee?

If you are a non-resident of California for tax purposes and do not live in a state requiring you to maintain health coverage (see above), you may disregard Form 1095 since you do not need to demonstrate "proof of insurance" for the IRS.

13. I am a Caltech/JPL retiree OVER the age of 65, will I receive Form 1095?

If you were enrolled in Medicare for **only part of the previous tax year**, you will receive Form 1095-B from the Centers of Medicare and Medicaid Services (CMS).

If you were enrolled in Medicare for all months in the previous tax year, you will **NOT** receive Form 1095 from CMS; you only need to "check the box" on your tax return that indicates you had health coverage for the entire calendar year.

13. What if I have additional questions?

If you have additional questions about Form 1095 or believe your Form 1095 contains errors, please contact:

- Campus Benefits: (626) 395-6443, HRBenefits@caltech.edu
- JPL AskHR: (818) 354-4447
- You may also visit the [IRS Form 1095 FAQs](#) to learn more.