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Union School District

2553 Old Farm Road – Bakersfield, CA 93312 – Phone: 661-588-6000 – FAX: 661-588-6028 – www.ruesd.net

TO: Temporary, Substitute, Seasonal and Part-Time employees (less than .50 FTE)

FROM: Human Resources

SUBJECT: Medical Benefits

Under the provision of the Affordable Care Act (ACA), employees who have not previously been eligible for health benefits due to their part-time or non-permanent status will be offered an option to purchase medical coverage only.

The Anthem Blue Cross HAS 5000 Plan has two tiers – Employee Tier and Employee plus Family. Employees will have the option to elect coverage for themselves only OR coverage for the employee and their family (children up to age 26). This plan does not include dental, vision or life insurance coverage.

The cost of the plan is paid by the employee, deducted from your paycheck, over a 10-month period. The monthly cost for employee only is \$724.80 and the monthly premium for the employee and family is \$1,158.00.

Employees electing to enroll in the medical plan must submit an enrollment form, proof of eligibility for the children and spouse, and the first month's premium to Human Resources.

Enrollment forms are due to Human Resources by **August 25, 2023**. The effective date of the coverage will be October 1, 2023.

If you have questions, please call Human Resources at 588-6000.