

FAQs: Tax forms 1095-C and 1095-B for employees and former employees of state agencies and higher education institutions

What is a Form 1095-C?

The Form 1095-C is a tax document that provides information about health coverage offered by an employer to its “full-time” employees. The form also describes the months an employee or former employee enrolled in Uniform Medical Plan (UMP), and the months their dependents enrolled under their coverage. A recipient may use the information on the form when preparing their federal tax return. The Affordable Care Act (ACA) individual mandate requires that most individuals either have minimum essential coverage or pay a fee. (The fee was reduced to zero starting in 2019.)

Does the form need to be filed with an individual’s tax return?

No. The 1095-C does not need to be filed with an individual’s tax return. An individual simply uses the information on the form to complete their tax return as needed. Employees should contact their tax professional or the [IRS](#) if they have questions. More information can also be found at [Affordable Care Act Tax Provisions for Individuals and Families](#).

Why are you sending Form 1095-C if employees don’t have to file it?

Employers, like state agencies, higher-education institutions and commodity commissions, are required to send the 1095-C annually.

Do state agencies, higher-education institutions and commodity commissions have to prepare the 1095-C?

No. The Public Employees Benefits Board (PEBB) program has been designated to prepare and provide 1095-C forms on behalf of these employers.

When will 1095-C forms be provided?

2022 1095-C forms will be mailed by February 2023. A corrected 1095 may be mailed at any time.

How many 1095-C forms will an individual receive?

Certain large employers are required to issue 1095-C forms to describe medical coverage offered to their employees. Some of these employers also elect to use the 1095-C to report enrollees in self-insured medical coverage available to non-employees (e.g., retiree coverage, COBRA). Individuals will receive more than one 1095-C if two or more employers are required to provide forms.

Will enrolled dependents be included as “Covered Individuals” in Part III of the 1095-C?

For those who elect Uniform Medical Plan coverage, the subscriber and all enrolled dependents will be included as “covered individuals” in Part III of the 1095-C. For those enrolled in Kaiser Permanente NW or Kaiser Permanente WA, Part III of the 1095-C will be empty.

Will all employees receive a 1095-C?

The Form 1095-C will be sent to employees who were determined to be “full time” under the ACA standard of 130 hours of service per month, for at least one month of the report year. The Form 1095-C will also be sent to employees and ex-employees (e.g. retirees, continuation coverage enrollees) who enrolled in the Uniform Medical Plan for at least one month of the report year.

Will all retirees enrolled in UMP receive a Form 1095-C?

Yes, a Form 1095-C will be sent to retirees enrolled in the Uniform Medical Plan for at least one month of the report year.

How does an employee get a replacement copy of the 1095-C?

- Universities provide reprints for their employees.
- PEBB Customer Service provides reprints for employees of state agencies, commodity commissions, and community colleges (not universities); and all former employees.
- See [Procedure 90-0-702](#) for complete details.

What happens when an agency needs to retro-enroll an employee back to a previous year and a Form 1095-C has already been issued?

If the retroactive enrollment affects the accuracy of a 1095-C previously issued to an employee, a corrected 1095-C will be mailed to the employee. Corrected 1095-C forms are processed and mailed once per month.

What should a recipient do if the information is incorrect on their Form 1095-C?

- For Form 1095-C: call the contact number listed on Line 10 of the form.
- For Form 1095-B: call the contact number listed on Line 18 of the form.
- For Form 1095-A: contact the Marketplace where you enrolled in coverage. For example, if you purchased Marketplace coverage through Washington Healthplanfinder, go to <http://www.wahbexchange.org> for information about [1095-A correction requests](#).

If the employer confirms the information is incorrect the employer can contact PEBB O&T (through [HCA Support](#)) to request a corrected Form 1095-C. Corrected Form 1095-C requests should be assigned to James Koch or Tyla Nguyen.

Who will receive other Form 1095 tax forms, like a Form 1095-A or 1095-B?

- If an individual was enrolled in health insurance through the Marketplace, he or she should receive a Form 1095-A.
- If an individual was enrolled in health coverage through fully-insured employer plans like Kaiser Permanente NW or Kaiser Permanente WA, individual market plans, or government-sponsored programs like Medicare Part A, he or she should receive a Form 1095-B. Any PEBB subscriber enrolled in Kaiser Permanente NW or Kaiser Permanente WA will receive a Form 1095-B directly from the health plan, with all “covered individuals” listed in Part IV of that form.

Individuals may receive one or more Forms 1095 depending on their or their family members’ coverage in the report year. For example: A “full-time” employee of a state agency or higher education institution, who is enrolled in Kaiser Permanente NW or Kaiser Permanente WA, will receive a Form 1095-C from the employer and a Form 1095-B from the health plan.

What should a recipient do if he or she receives a 1095-B or 1095-A, and the information is incorrect?

To report incorrect information in either of those forms, the recipient should contact the agency or health insurer that sent the form.

- Forms 1095-B are provided by health plans. The contact telephone number for the health plan that sent the 1095-B is listed in Line 18 of the form.
- In some cases, a school district, educational service district, or political subdivision may use a Form 1095-B to report the enrollment of a non-employee (e.g. retiree) in Uniform Medical Plan (UMP); or, the enrollment of an employee in UMP. If this is the case, the contact telephone number for the employer (or former employer) that sent the 1095-B is listed in Line 18 of the form.

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- Forms 1095-A are issued by Health Insurance Marketplaces. The recipient should contact the Marketplace where they enrolled in coverage. If you purchased Marketplace coverage through Washington Healthplanfinder, see their website: www.wahbexchange.org for information about [1095-A Correction Requests](#).

Who should an employee contact with tax questions?

The recipient should go to <https://www.irs.gov> or contact their tax advisor.

IRS resources to help employees with tax reporting questions include:

- [Online Q&As](#)
- [The Individual Shared Responsibility Provision—The Basics](#)
- [Affordable Care Act Legal Guidance and Other Resources](#)
- IRS Customer Service—call toll-free 1-800-829-1040
- Help finding local, free [tax return preparation services](#)
- [Other help and resources](#), including the Interactive Tax Assistant tool