

Certification of Employer's Declaration of Hours

Employer's Election of Full-time Hours Required For Worker Eligibility to Participate in the Concordia Health Plan (CHP)

Purpose of Certification

In an effort to help an employer serve the particular needs of its ministry, the Concordia Health Plan (CHP) allows an employer to declare the number of hours a worker must be hired to work per week to be considered "full-time" to be eligible to participate in the CHP. An employer may change its designation at any time but not more than once in any calendar year.

Declaration of Hours Options

An employer has the option to declare the number of hours per week a worker must be hired to work in order to be eligible to participate in the CHP. The available options are *more than 20 hours, more than 25 hours, more than 30 hours or 30 hours or more per week.*

Regardless of an employer's declaration of hours worked per week, *a worker must also be hired to work for more than five consecutive months* to be eligible to enroll in the CHP.

Implementation Options

When submitting a new Certification of Employer's Declaration of Hours form, an employer also chooses how the change will be implemented by electing the change to be:

- Applicable to *all workers*, both current and newly employed, as of the effective date*, or
- Applicable *only to workers who are newly employed after the effective date*. * Workers currently enrolled in the CHP would not lose their CHP coverage provided they continue to work the previously designated hours requirement.

All affected workers must be notified *in advance* of a change in CHP eligibility.

* The effective date will be the first of the month following Concordia Plan Services' receipt of a complete and properly authorized Certification of Employer's Declaration of Hours form which can be found on the reverse side of this document.

Important Notes

1. ***This election is only available for the CHP.*** The Concordia Retirement Plan and Concordia Disability and Survivor Plan both require enrollment for all workers who are hired to work more than 20 hours per week and for more than five consecutive months.
2. For employers who do not submit a Certification of Employer's Declaration of Hours form for the CHP, eligibility definition will default to workers hired to work more than 20 hours per week and for more than five consecutive months.
3. Implementation must be consistent and non-discriminatory for all workers.
4. In order to comply with the Employer-Shared Responsibility Mandate of the Affordable Care Act, employers defined as "applicable large employers" under this law (those with 50 or more full-time or full-time equivalent employees) should not select the "more than 30 hours" option.

Contact Information:

Phone: 888-927-7526
E-mail: info@ConcordiaPlans.org
Website: www.ConcordiaPlans.org

**Certification of Employer's
Declaration of Hours
Concordia Health Plan (CHP) Eligibility**

PLEASE PRINT OR TYPE ALL INFORMATION IN BLUE OR BLACK INK

A Employer Information

Employer Name _____ Concordia Plan Services Employer Account Number (if known) _____
Address _____
City _____ State _____ Zip Code _____ Employer Phone Number _____
Employer E-mail Address _____ Employer Fax Phone Number _____

B Declaration of Hours

I, _____, an officer
Print Name of Officer, Title held at Employer
of the employer named above, do hereby certify to Concordia Plan Services that at a meeting of the Governing Body of this participating employer – as authorized by the Constitution and Bylaws of this organization – the following resolution was adopted.

Meeting date: _____ 20 _____

RESOLVED, That this organization has elected to use the following definition of a full-time worker, for the purpose of establishing eligibility for Concordia Health Plan coverage, as (*Check one.*)

- more than 20 hours per week
- more than 25 hours per week
- more than 30 hours per week
- 30 hours per week or more

to be effective the first of the month following receipt of this declaration by Concordia Plan Services. It is also acknowledged that all workers affected by this action have been so notified of the change in Concordia Health Plan eligibility, and that this action does not change the definition of a full-time worker under the Concordia Retirement Plan or the Concordia Disability and Survivor Plan which is more than 20 hours per week and more than 5 consecutive months.

This new hours declaration (*Check one.*)

- applies to all workers (CHP coverage for any current worker who no longer meets the designated hours will be terminated.)
- applies to newly hired workers (current workers will remain enrolled in the CHP even if the hours they work no longer meet the newly designated hours requirement.)

C Employer Representative Signature

X
Signature of Authorized Employer Representative _____ Date _____
Printed Name of Authorized Employer Representative _____ Title or Office Held _____
E-mail Address of Authorized Employer Representative _____ Daytime Phone Number _____

Submit one copy of completed form to:
Concordia Plan Services, Attn: Enrollment Services, P. O. Box 229007, St. Louis, MO 63122-9007
or FAX to: 314-996-1127