

Town of Duxbury, Massachusetts

OFFICE OF HUMAN RESOURCES



DATE: November 3, 2023
TO: All Town and School Employees
FROM: Jeannie Horne, Town Human Resources Director
Tony Keady, School Human Resources Director
SUBJ: Annual Employee Notices

Children's Health Insurance Program (CHIP)

The Town of Duxbury is providing annual notice of the Children's Health Insurance Program (CHIP). This program is for individuals who are eligible for employer health care coverage, but are unable to afford the premiums. The notice <https://www.dol.gov/sites/dolgov/files/EBSA/laws-and-regulations/laws/chipra/model-notice.pdf> provides premium assistance and contact information. There is no action required, but you are encouraged to read this information carefully and keep it with any other plan documents you may have.

Marketplace Coverage Options

This is a key portion of the Affordable Care Act (ACA) of 2014 which provides a new way to purchase health insurance, the Health Insurance Marketplace. The notice <https://www.mahealthconnector.org/wp-content/uploads/MAHC-Employer-Notification-Form-Mktpl-ENG-2023.pdf> may help you evaluate your options regarding Marketplace and employer based health coverage. In addition, you may be eligible for a tax credit that lowers your monthly premium right away. Open enrollment for health insurance coverage through the Marketplace runs November 1, 2023 through January 31, 2024 for coverage starting as early as January 1, 2024. Note: All Town of Duxbury health insurance plans satisfy the 60% minimum value standard as defined by the Affordable Care Act.

Non-Discriminatory and Anti-Harassment Policy

Please read the Town's Non-Discriminatory and Anti-Harassment policy carefully https://www.town.duxbury.ma.us/sites/g/files/vyhlif10506/f/pages/updated_town_of_duxbury_non_discriminatory_and_anti_harassment_policy.pdf. This policy is posted on the Town of Duxbury's Human Resources webpage under 'Annual Employee Notices' and 'Policies and Procedures'. Our goal is to promote a workplace that is free of discriminatory harassment of any type, including sexual harassment. Discriminatory harassment consists of unwelcome conduct, whether verbal or physical, that is based on a characteristic protected by law such as; age, criminal record, disability, genetics, parental leave, national origin, race, color, ancestry, religion, gender, gender identity, gender expression, sexual orientation, active military status, veteran status, any other group deemed protected by a government agency or participation in discrimination complaint-related activities (retaliation). We will not tolerate harassing conduct that affects employment conditions, interferes unreasonably with an individual's performance, or creates an intimidating, hostile, or offensive work environment. If a Town employee experiences harassment at work, immediately contact Jeannie Horne, Town Human Resources Director at 781/934-1100, ext. 5410 or horne@town.duxbury.ma.us or Rene' Read, Town Manager at 781/934-1100, 5400 or read@town.duxbury.ma.us. School employees contact Anthony Keady, School Human Resources Director at (781) 934-7600, ext. 2904 or akeady@duxbury.k12.ma.us or Dr. Danielle Klingaman, Superintendent of Schools at 781-934-7600, ext. 2906 or dklingaman@duxbury.k12.ma.us

A copy of this memo, as well as information about the Children's Health Insurance Program, Marketplace Coverage Options and the Town of Duxbury's Non-Discriminatory and Anti-Harassment and Policy are available on the Town of Duxbury's Human Resources webpage under "Annual Employee Notices".