INSURED AMERICAN & FAMILY

VETERAN / FAMILY OWNED & OPERATED

(813) 919-8536
C.Gruenbaum@insuredaf.com
insuredaf.com

The Family Glitch Fix

The 2023 rule that opened ACA subsidies to families

Your employer plan was "affordable." Your family's wasn't. Now you can get a subsidy.

WHAT IT IS

Before 2023, the IRS calculated ACA affordability based on EMPLOYEE-ONLY coverage cost. If your self-only coverage was "affordable," your family couldn't get a Marketplace subsidy, even if family coverage cost three times more. That was the "family glitch." The 2023 IRS rule fixed it: affordability is now calculated separately for self-only AND family coverage. Families locked out for a decade can now qualify.

THE NEW RULES (2023+)

Affordability calculated separately
Self-only vs family coverage

Family threshold
~9.96% of household income (2026, IRS-updated)

Spouse and dependents eligible
If family coverage exceeds threshold

Employee can stay on employer plan
Spouse/kids use Marketplace

Healthcare.gov calculates it
Automatic eligibility check at enrollment

WHO BENEFITS MOST

$50K–$120K household income
Subsidy zone where math hits

Single-earner households
Family coverage is big % of pay

Small/mid employers
Cheap employee, expensive dependent rates

Families with chronic conditions
Silver+CSR powerful at this income

Mixed-coverage families
Employee on employer, family on Marketplace

THE 3 THINGS PEOPLE GET WRONG

1. **"If my employer offers family coverage, I can't get a subsidy."**
FALSE since 2023. If family coverage exceeds ~9.96% of household income, your spouse and kids qualify for Marketplace subsidies even though you have access to employer family coverage.

2. **"I have to drop my employer coverage to use this."**
FALSE. You can keep your employee-only employer coverage while your spouse and kids go to the Marketplace with a subsidy. Mixed coverage is allowed and often optimal.

3. **"This only applies during Open Enrollment."**
Mostly true, BUT if you're newly affected (job change, employer rate increase, marriage, family-size change), the event can trigger a Special Enrollment Period to claim the fix outside OE.

RUN THE NUMBERS BEFORE OPEN ENROLLMENT

The family glitch fix only took effect in 2023 and most employees still don't know it exists. Before Open Enrollment, compare: (1) your employer's family coverage premium, (2) ~9.96% of your household income (the affordability threshold), (3) what a Silver-with-CSR Marketplace plan would cost for your spouse + kids after subsidies. If employer family coverage is over the threshold, the Marketplace option often saves $5,000–$15,000 per year. Worth the 30-minute compare.

Have an employer plan but family coverage is expensive? Call or text Craig, I'll run the family-glitch math against your actual numbers.

Don't go underinsured when you can be Insured AF.

Craig Gruenbaum | Insurance Advisor | (813) 919-8536 | C.Gruenbaum@insuredaf.com | insuredaf.com | Licensed in 37 states