

# Dependent Coverage in the SHOP Marketplace

In general, if you're a small business participating in the Small Business Health Options Program (SHOP) Marketplace, you aren't required to offer dependent coverage. However, some states may require it. Check with your state's Department of Insurance for specific state requirements.

## Employers offering dependent coverage

If you choose to offer coverage to the employee that meets affordability requirements (the cost of employee-only coverage shouldn't exceed 9.5% of the employee's income) and the coverage includes dependents, you can set your contribution amount just like you do with your employees. The dependents can choose to accept the coverage offer or get coverage elsewhere.

If the dependents decline the offer of coverage, they can buy coverage through the Health Insurance Marketplace, but they won't be eligible for a premium tax credit or cost-sharing reduction, regardless of income level.

Employers who choose to offer their employees dependent coverage may also enroll their own spouses and dependents.

## Employee & dependent enrollment

A dependent can't enroll in the SHOP Marketplace without an employee enrolling. If you offer health and dental coverage to employees and dependents, dependents must enroll in the same plans as the employees. Dependents may enroll in both health and dental plans, or just a health or dental plan, if offered.

## Employers offering employee-only coverage

If you choose to offer employee-only coverage, and the employee's dependents don't have access to other affordable offers of employer coverage, the dependents can get coverage through the individual Marketplace. They also may qualify for a premium tax credit or cost-sharing reduction to help pay for coverage depending on their income level.

