

ACA DEADLINES FOR EMPLOYERS. WHERE DO YOU STAND?

UNDER 50 EMPLOYEES

KEY DATES

NONE. These employers are not required to provide coverage or fill out any forms going forward in any year.

WHAT SHOULD YOU DO?

- Individuals must still be enrolled in a plan by March 31, 2014, so remind your employees of this to help them avoid penalties for being uninsured.

IMPORTANT TO NOTE

- Companies close to this threshold should strongly consider an ACA solution in case they do exceed 50 employees, which would subject them to the laws and penalties of the act.

50 TO 99 EMPLOYEES

KEY DATES

JANUARY 1, 2015

- You must begin reporting on employees and coverage.

JANUARY 1, 2016

- You are required to offer coverage to employees who work 30 or more hours per week (FT employees) or pay a penalty.

WHAT SHOULD YOU DO?

- In 2014, look into automated solutions to help manage ACA compliance, determine your Pay or Play strategy, and select the right FT/PT mix for your organization.
- In 2015, begin conducting the selected look-back period to determine your employee PT/FT status.

IMPORTANT TO NOTE

- Penalties for failure to meet compliance will not go into effect until 1/1/2016.

100+ EMPLOYEES

KEY DATES

JANUARY 1, 2015

- You must report information on your company's insurance plan.
- You must offer coverage to 70% of FT employees.

JANUARY 1, 2016 AND BEYOND

- You must offer coverage to 95% of FT employees.

WHAT SHOULD YOU DO?

- In 2014, you should have put your solution in place and, ideally, should be starting your look-back period if you haven't already.
- Prior to 2015, you should have determined your Pay or Play strategy, selected the right FT/PT mix for your organization, and determined which employees will receive coverage.

IMPORTANT TO NOTE

- Penalties for failure to meet compliance will go into effect on 1/1/2015.
- Employers will need to certify that they did not drop employees to avoid providing coverage.

WANT SOME HELP?

When it comes to ACA administration, spreadsheets, home-grown reports, and manual calculations will do little to simplify a highly complex process with potentially significant financial consequences. You need automated, integrated workforce management tools that can deliver high-quality information for driving cost-effective labor decisions and minimizing ACA compliance risk... tools you'll gain with our **ACA Module**.

This powerful solution provides proactive management of your ACA compliance strategy across your entire workforce, allowing you to effectively manage regular- and variable-hour employees' benefit compliance, along with applicable reporting. It's ACA compliance made easy!

Sources:

U.S. Department of the Treasury, <http://www.treasury.gov/press-center/press-releases/Pages/j12290.aspx>.

"Another part of the Affordable Care Act delayed for a year," USA Today, <http://www.usatoday.com/story/news/nation/2014/02/10/aca-no-longer-applies-to-50-employees-and-under-in-2015/5370055>.