

Health Care Reform -Employer Notices Update!

Employers will need to provide notices to their employees to inform them of new coverage options that will be available. This notice that was known as the **Employee Notice of the Exchange**, was to have been provided to employees by March 1, 2013, but was delayed while guidance was being developed.

Temporary Guidance has been issued and will go into effect on October 1, 2013.

Virtually all employers **MUST** notify **ALL** employees, regardless of full or part-time status of their coverage options. The notices must include:

- Acknowledgment of employer coverage, or not
- Marketplace consumer assistance information
- Explanation of potential eligibility for premium subsidy, employer plans "affordable" and of "minimum value"
- Marketplace plans purchased with post-tax dollars

The Department of Labor has model notices available for employers to use. There is model documentation for the employer that offers coverage and for the employer that **DOES NOT** offer coverage. Both notices can be found on the Department of Labor website at: www.dol.gov/ebsa/healthreform.

Employers that **do not** offer health plans to their employees will also need to provide their current employees this notice.

Reminder: Document when and how you distributed this notice to your current employees.

This notice will also be required to be given to your new hires. We suggest you provide to the new hire with the other paperwork new hires have to complete (W4's, I9's, etc.).