

PPACA – Employer Notification and Reporting Requirements

Version 12-29-2010

Introduction:

The Patient Protection and Affordable Care Act (PPACA) may fundamentally change the American healthcare and health insurance industries. It is critical that small and mid-size employers understand how health reform provisions will affect employer-sponsored health insurance coverage. While most federal and state enabling regulations have yet to be written, this seminar will share the most up-to-date information available.

Module Introduction:

The new PPACA law requires that employers provide employees with notices containing specific information concerning their employer-sponsored health insurance coverage. The law also includes new reporting requirements imposed on employers to federal agencies concerning their employees and health coverage availability.

Who should attend:

Business owners, CEOs, CFOs, COOs, HR Managers, Benefit Administrators, Health Insurance Agents and Brokers responsible for employer-sponsored benefits.

Purpose:

The purpose of this session is to explain how new PPACA employer notification and reporting requirements may impact businesses.

Learning objectives:

At the end of this session you will be able to:

- Describe the employer notification requirements to employees in PPACA.
- Describe the employer reporting requirements to federal agencies in PPACA.

Agenda

Introduction

Learning objectives

Employer notification requirements to employees in PPACA

- Notice of key plan design changes (2010)
- Notice of Waiver from Annual Limit Requirement – Mini-meds (2010)
- Uniform Explanation of Coverage Document (2012)
- Summary of plan’s Care Management Programs (2012)
- Notice of automatic enrollment (2013)
- Notice of eligibility for Health Insurance Exchange (2013)
- Free Choice Vouchers (2014)

Employer reporting requirements to federal agencies in PPACA

- Value of a health plan on Form W-2 (2012)
- Large employer not offering coverage (2014)
- 40% Excise “Cadillac” Tax Reporting (2018)
- Regulatory Questions – Reporting 9.5% household income

Questions and Answers

Free Handouts:

None.

Associations/Magazines to target:

National Association of Health Underwriters, state and local chapters. (<http://www.NAHU.org>)

Independent Insurance Agents and Brokers of America (<http://www.iiaba.net>)

National Association of Insurance and Financial Advisors (<http://www.naifa.org/>)

U.S. Chamber of Commerce (<http://www.uschamber.com/>)

CFO (<http://www.cfo.com/>)

Instructor Profile:

See Bio.

Related Technical/Regulatory documents:

<http://nctahu.org/ppaca.html>

Keywords:

Key word search "Patient Protection and Affordable Care Act, PPACA, Affordable Care Act".

Questions and answers: (Correct answers underlined)

- Which of the following statements is true about the PPACA Uniform Explanation of Coverage?
 - Employers are required to provide an SPD within 30 days of application.
 - The documents cannot exceed 5 pages in length.
 - The documents must include any exceptions, reductions, and limitations on coverage.
 - The documents must be written using Standard English.
- The PPACA Notice of Automatic Enrollment applies to employers with more than:
 - 100 full time employees.
 - 100 full time and part time employees.
 - 200 full and part time employees.
 - 200 full time employees.
- The PPACA Notice of Eligibility for the Health Insurance Exchange must include the availability of premium assistance if the plan value is below:
 - 30%
 - 40%
 - 50%
 - 60%
- Which one of the following statements is true about the PPACA Free Choice Vouchers?
 - Vouchers are available to all employees who request them.
 - Voucher amount is equal to the monthly portion paid by an employer for individual coverage only.
 - If the voucher amount exceeds the premium, the excess will be paid to the employee.
 - Employees are still eligible for premium credits and cost-sharing subsidies.
- Which of the following insurance coverage costs is NOT included on the new W-2?
 - Medical plans.
 - Prescription drug plans.
 - Employee Assistance Programs (EAPs).
 - Critical illness policies.