



What Every Business Should Know about

HEALTHCARE REFORM

If you currently provide health insurance for your company..... when you renew your plan, you must provide coverage according to the new government rules and guidelines to include aspects such as:

- Elimination of Pre-existing condition exclusions on children age 19 or younger;
- Elimination of lifetime limits;
- Include dependent coverage for adult children up to age 26;
- Preventative care must be covered 100% by the plan with no cost sharing;

Grandfathered plans do not have to meet these new changes. To be “grandfathered”, you can’t change carriers or coverage that you are currently providing or make more than minimal changes to co-pays and deductibles.

In 2011:

- There will be changes to the types of things covered by Flexible Spending Accounts (for a complete list go to www.irs.gov);
- You must track employee premium costs on an Employee’s W2 form because the government wants to know what insurance costs in the various regions of the country. With all the potential changes that can occur during a 12 month period of time, you should track, by employee, the changes in the total medical costs (their share and your share) on a spreadsheet;
- Every employee must be offered government long term care insurance. Like Medicare, the employee will pay for this through a payroll deduction. An employer must enroll all employees and give them the ability to opt out;

In 2013

- All full time employees must be treated the same. Employers will no longer be allowed to group full time workers into different classes. This could result in either decreased coverage for the management levels or increased coverage for the general group.

Certainly there is time for all this legislation to change but we wanted you to have some basic facts.