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CLIENT ALERT

Patient Protection and Affordable Care Act of 2010

What Every Employer Needs To Know, Now

February 11, 2014

Back in August, 2013, we advised you of upcoming deadlines for companies under the Patient Protection and Affordable Care Act of 2010 ("the Act"). In general, the law requires that employers of various sizes provide affordable health care to their employees on a phased implementation schedule, or pay a penalty known as the Employer Responsibility Provisions. Employers are also required to advise their employees of their right to elect health care coverage in accordance with the Act.

As you have likely heard, the White House has recently announced some delays in implementing key provisions of the Act that may impact your business. The new implementation guidelines present a three-tiered approach to implementation:

- For Employers with more than one hundred (100) employees, they must cover at least seventy percent (70%) of their employees in 2015 and ninety-five percent (95%) in 2016. Employer Responsibility Fees begin in 2015 for failure to reach these thresholds.
- For Employers with between fifty (50) and ninety-nine (99) employees, employers received an additional year to implement the health care mandates, until 2016. Employer Responsibility fees do not begin until 2016.
- For Employers with less than fifty (50) employees, there is no requirement to provide coverage or fill out forms associated with the Act. Employer Responsibility fees do not apply to employers with less than fifty (50) employees.

There is additional guidance in the final regulations regarding the treatment of various categories of employees that could be considered part time, as well as safe harbor provisions for determining whether provided coverage is considered affordable. Should you have any questions about how these new regulations impact your business or your practice, please contact:

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