



## Health Care Reform Alert: Employer Penalties Delayed Until 2015

On July 2, 2013 the Department of the Treasury announced that the employer mandate penalties, set to go into effect on January 1, 2014, will be delayed until 2015. This announcement was in addition to other delays regarding information reporting by employers, health insurance issuers and self-funded plan sponsors.

The employer mandate provisions are known as the "pay or play rules". These rules impose penalties on large employers that do not offer affordable, minimum value coverage to their full-time employees and dependents. The mandate was delayed due to issues relating to the reporting requirements, which determines employers' owed penalties under the shared responsibility provisions.

Employers will now have an additional year to make educated decisions about providing health coverage and adapting their reporting systems. Many unanswered questions remain. We will continue to keep you informed as additional information becomes available.

**Please contact Benefit Strategies at our toll free number for more information.**

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