



HEALTHCARE REFORM

Uncharted Terrain

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IMPACT ON ALL EMPLOYERS - KEY PROVISIONS TIMELINE

Provision	Employer Size	Effective Date
Employers must report the value of health insurance cost on W-2 forms.	All	2011
All employer-sponsored plans will require these amendments: <ul style="list-style-type: none"> • Eliminate lifetime & annual limits on benefits • Provide first-dollar coverage for preventive care • Extend eligibility for dependent coverage (if offered) to employees' children until they turn 26 years old 	All	2011
Can no longer use FSAs, HSAs or MSAs for over-the-counter drugs. Penalties for using these accounts for disallowed purchases increased from 10% to 20% for HSAs and from 15% to 20% for MSAs.	All	2011
\$2,500 limitation on contributions to health FSAs.	All	2013
Employers must offer a voucher to any employee with an income less than 4X the federal poverty level whose share of the premium is greater than 8% but less than 9.5% of their income and who chooses to enroll in a state Exchange rather than participating in the employer's group health insurance plan. The voucher must be in an amount equal to what the employer would have paid in premiums for that employee, and can be applied by the employee toward their premiums in the Exchange plan.	All employers who offer coverage	2014
No waiting period longer than 90 days to obtain coverage.	All employers who offer coverage	2014