

## Weaver presented "The Affordable Care Act - Where Are We Now?" at The HR Group Legal Briefing

08.05.2014

Melissa Weaver recently presented "The Affordable Care Act - Where Are We Now?" at The HR Group Legal Briefing. Here is an abstract of that talk:

The Patient Protection and Affordable Care Act (sometimes referred to as "ACA") has been with us for several years now, and employers and insurers have adapted as new requirements phase in. In 2015 and 2016, we will see new employer responsibility provisions take effect, and we are learning to operate in the world of insurance exchanges, new mandates, and new fees and reporting requirements. This Legal Briefing will review the provisions of ACA currently in effect under ACA, and upcoming requirements such as the employer responsibility provisions, the steps employers must take to be ready to comply, and new developments in the area. In particular, we will examine:

- Review of currently effective provisions
- Effective dates for employer shared responsibility provisions
- Full-time, part-time, and seasonal employees – how to determine how many full-time employees you have, and the impact of those classifications
- How the Exchange fits into the picture
- Exchange annual and special enrollment periods
- Reporting and Disclosure Requirements
- New Developments (coverage for same-sex spouses, contraception, etc.)
- COBRA implications
- Other topics of interest (employee waivers, Cadillac tax, small business premium tax credits, PCORI fees, nondiscrimination rules)

### PEOPLE

Melissa H. Weaver