



## Health Care and Your Organization – Understanding and Complying with the Affordable Care Act

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### Today's Agenda

- Premium Tax Credit
- Employer Play or Pay Penalty
- Employer Information Reporting
- ACA Related Concerns for HR
- The Cadillac Tax
- Section 501(r) for Tax-Exempt Hospitals
- Q&A

## The Affordable Care Act - Exchanges



## The Individual Mandate Arrives on Form 1040

The screenshot displays the IRS Form 1040 for the 2013 tax year. The form is divided into several sections. The 'Other Taxes' section includes lines 54 through 63, covering items like 'Other credits from Form 8801', 'Self-employment tax', 'Unreported social security and Medicare tax', 'Additional tax on IRAs', 'Household employment taxes', 'First-time homebuyer credit repayment', 'Health care: individual responsibility', and 'Taxes from Form 8959 or Form 8960'. The 'Payments' section includes lines 64 through 68, covering 'Federal income tax withheld', '2014 estimated tax payments', 'Earned income credit (EIC)', 'Nontaxable combat pay election', 'Additional child tax credit', and 'American opportunity credit'. The form also includes a 'Head of household, \$9,100' box and a 'If you have a qualifying child, attach Schedule EIC' box. The bottom of the form shows the total tax and the amount paid.

## Employee Coverage Choices

- **Premium Tax Credits**

- Available in Individual Coverage Exchange (not in Small Employer (SHOP) Exchange)
- Household income = 100% - 400% of federal poverty line (FPL); for 2015, in continental US:

	100% FPL	400% FPL
Individual	\$11,670	\$46,680
Family of 4	\$23,850	\$95,400

- Not eligible if enrolled in employer-sponsored plan or eligible for employer-sponsored plan that meets affordability & minimum value requirements

## Example of a Premium Tax Credit

Family of 4 in Pittsburgh

50-year old

45-year old

2 children under age 21

Family income of \$47,700 (200% Fed. Poverty Level)

Monthly premium for second lowest cost silver plan: \$708

(Kids in this family are eligible for CHIP.)

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## Title search: Healthcare and Your Organization: Understanding and Complying with the Affordable Care Act

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[Employment Issues in Nonprofits](#)

First appeared as part of the conference materials for the  
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"Healthcare and Your Organization: Understanding and Complying with the Affordable Care Act"