



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 (2013) in a web browser. The form is titled 'Please fill out the following form.' and includes a 'Comment' box on the right. The 'Other Taxes' section includes lines 54 through 63, covering various credits and taxes. The 'Payments' section includes lines 64 through 68, covering federal income tax withheld, estimated tax payments, and nonrefundable credits. The form is organized into columns for line numbers, descriptions, and input fields. A large '2013' watermark is visible across the center of the form.

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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