W-2 Reporting Clarification

As we reported in our January eUpdate, the ACA requires employers who provide group health insurance coverage to their employees to report the cost of that coverage (both the employer and employee contribution) on each employee's W-2.

We've recently received updated information regarding this requirement:

- **At this time, there is no deadline in place for employers with fewer than 250 W-2s for the preceding year to meet this requirement.**
- Employers who filed more than 250 W-2s in 2012 for the 2011 tax year are required to do so beginning with 2012 tax year W-2s (distributed in early 2013);
- In future years, employers who filed more than 250 W-2s in the previous tax year are subject to this requirement.

PacificSource distributed employee premium reports to our employer clients that likely filed 250 or more W-2s last year to assist them with this reporting requirement. If you filed 250 or more W-2s in 2012 and did not receive a report from us yet and need one, please contact your Membership Service Representative.

Exchanges: HHS Delays Employee Notification Requirements

On January 24, 2013, HHS announced that the employer notice requirement, originally due March 1, 2013, **has been delayed until late summer or fall of 2013.** At that time, employers of all sizes must notify all current employees of the health insurance exchanges and premium subsidies. After 2013, all future employees must receive the notice at their date of hire.

The written notice must include:

- The availability of a health insurance exchange, including a description of their services and contact information;
- The employee's potential eligibility for federal assistance if the employer's plan is "unaffordable"; and
- The potential loss of the employer's contribution to health coverage if employees purchase their own
health insurance coverage through the state exchange.

The Department of Labor will announce the exact due date later this year, and may distribute a model notice at that time. If they do not create a model notice, PacificSource will create an editable model notice template for our employer partners’ use.

Penalties for noncompliance are unknown at this time.

Online Guide Gives Oregon Employers Answers They Need

Have you checked out HealthcareLawGuide.com lately? We've recently added several pages of useful healthcare reform information for Oregon employers. The guide, called Healthcare Reform: What Oregon Employers Need to Know, is geared to help employers make sense of the exchanges, subsidies, tax credits, essential health benefits, and much more. Similar guides for Montana and Idaho are in the works.

Learn More about Reform

Our Healthcare Reform Resource Center contains a wealth of information for PacificSource clients and members, including FAQs, timelines, additional resources, and more. Visit our Healthcare Reform Resource Center.