

# **AFFORDABLE CARE ACT**

## **2018 Reporting**

Under the current law the Affordable Care Act (“ACA”) requires employers with 50 or more full time employees to offer minimal essential health care coverage to their employees and report this information to the IRS. The purpose of the reporting is to identify employer’s full time employees, whether they were offered coverage, and the cost of that coverage. This reporting is used by the IRS to determine any applicable penalties and verify an employee's subsidy eligibility.

For the 2018 plan year, if you have 50 or more employees, you could be subject to an excise tax for failure to offer a health care plan that is minimum essential coverage to at least 95% of your full-time employees. The excise tax would be assessed if one employee obtains subsidized coverage through a public health insurance exchange.

## **What does this mean?**

If your company has on average at least 50 full-time employees during the preceding calendar year, you will likely have a reporting requirement. A full-time employee is someone who works, on average, at least 30 hours per week. Small employers with fewer than 50 full time employees generally only require reporting if they are members of a controlled or affiliated group providing services collectively to third parties or have a self-insured plan.

## **When are the Reporting Due Dates?**

Form 1095-C is due to employees by **January 31, 2019**. The transmittal form to the IRS (Form 1094-C) is due by **February 28, 2019**. If filing electronically to the IRS the forms are due by **April 1, 2019**.

## **Future Affordable Care Act Developments**

Stay tuned for future developments. As changes occur information will be made available on the IRS website ([www.irs.gov](http://www.irs.gov)). Our office plans to issue e-blasts as new information becomes available.

Please contact our office with any questions concerning Affordable Care Act.