

House and Senate Re-Introduce NAHU-Supported Employer Reporting Bills

NAHU is excited to announce that on Tuesday, Senators Mark Warner (D-VA) and Rob Portman (R-OH) introduced S. 1908, and Representatives Diane Black (R-TN) and Mike Thompson (D-CA) introduced H.R. 3919. These bipartisan bills will provide much-needed relief for employers seeking to comply with the reporting requirements under Section 6055 and 6056 for enforcement of the ACA's individual and employer mandates. NAHU has long sought these reforms and we look forward to advancing this as a bipartisan solution to address the challenges being faced under the health-reform law. With renewed focus on finding bipartisan solutions to ongoing health-reform challenges, we are greatly encouraged by the introduction of this legislation.

The reporting requirements were finalized in March 2014 by the Treasury Department and IRS. They detail what health plan information all employers are required to report to the federal government annually for enforcement of both the ACA's individual and employer mandates. NAHU has repeatedly stressed concerns with these requirements, particularly their confusing and complicated nature for businesses of all sizes, and we have worked with legislators to develop a common-sense solution to ease this annual compliance burden.

H.R. 3919 and S. 1908 will ease the compliance reporting requirements for employers offering health insurance coverage to their employees. Specifically, the legislation would:

- Establish a new voluntary reporting system for employers to report to the IRS information about their health plans. Exchanges will use the federal data hub to access this data for individual verification for tax credits.
- Specify that only employees (and/or their dependents) who access subsidized coverage through the exchanges would need to be reported to the IRS, greatly simplifying the requirement that all employees be reported.
- Say that information that would be reported would include: name and employer identification, who has been extended an offer of minimum essential coverage, whether coverage meets minimum value and the affordability safe harbor, and months that coverage is available without waiting periods.
- Allow employers to deliver reports to employees electronically without another consent form.
- Instruct the Government Accountability Office to conduct a study on the notifications, HHS appeals process and the prospective reporting system.
- Require HHS to review the most recent tax filing for individuals automatically reenrolled in exchange-based coverage and adjust their tax credits accordingly.

NAHU will be spending an Operation Shout on these bills shortly, and we encourage you to help spread the message of the importance of the legislation by contacting your senators and asking them to co-sponsor and vote for these important reforms.

If you have questions regarding this announcement, please contact your Henderson account representative.