



Health Care Reform Update

Employer Tax Tip! Know the Importance of Workforce Size Under Pay or Play

IMPORTANT LINKS

- [Affordable Care Act](#) (HHS)
- [COBRA](#) (DOL)
- [Department of Labor](#)
- [Federal Marketplace](#) (HHS)
- [Medicare & Medicaid](#) (CMS)
- [Tax Credits & Deductions](#) (IRS)

FIND A PROVIDER

- [Aetna](#)
- [Amerihealth New Jersey](#)
- [Horizon Blue Cross Blue Shield](#)
- [Independence Blue Cross](#)
- [Oxford Health Plans](#)
- [United Healthcare](#)

FIND A DENTIST

- [Aetna](#)
- [Delta Dental](#)
- [Guardian](#)
- [Metlife](#)
- [United Concordia](#)
- [United Healthcare](#)

Brought to you by:

CHB Group
1111 Markkress Rd,
Suite 201
Cherry Hill, NJ 08003
www.chb-group.com

In general, an employer that is subject to the [employer shared responsibility \("pay or play"\) provisions](#) of the Affordable Care Act [will face penalties](#) if it does not offer affordable minimum essential coverage that provides minimum value to its full-time employees and their dependents.

Determining ALE Status

Whether an employer is considered an "[applicable large employer](#)" (ALE) that is subject to pay or play depends on the size of its workforce. **Employers will determine each year—based on their average employee count for the 12 months of the prior year—whether they are an ALE for the current year.** (Note: Solely for 2015, an employer may measure over any consecutive 6-month period during 2014, rather than measuring all 12 months of 2014.)

All types of employers can be ALEs, **regardless of the nature of the organization**, including tax-exempt organizations and government entities.

Applicable Workforce Size

Employers with **50 or more full-time employees in the preceding year**, including full-time equivalent employees (FTEs), are ALEs for the current year (unless the [seasonal worker exception](#) applies). However, for 2015, employers with **50 to 99 full-time employees** (including FTEs) will not be subject to penalties if they meet certain eligibility criteria listed in [IRS Q&A #34](#).

Employers with **fewer than 50 full-time employees** (including FTEs) in the preceding year **are not ALEs** for the current year. [Click here](#) to learn more about identifying full-time employees.

For more information about how to determine whether your organization is an applicable large employer, including special rules for seasonal workers, new employers, and related employers, visit the IRS webpage for [Determining if an Employer is an Applicable Large Employer](#).

More information on this subject or any other Benefits, HR, or Reform related matter can be found in HR Library.

If you have any questions, please feel free to reach out to: **Nicholas Tafaro**
856 424 9744



Simplifying your Business