



Brief Timeline for Small Business: *Patient Protection and Affordable Care Act*

2010

- Provide tax credits to small employers with no more than 25 employees and average annual wages of less than \$50,000 that provide health insurance for employees. (See *CAP Calculator* [below] to determine the credit for your business)
- Create a temporary reinsurance program for employers providing health insurance coverage to retirees over age 55 who are not eligible for Medicare. (Effective 90 days following enactment until January 1, 2014)

2014

- Require U.S. citizens and legal residents to have qualifying health coverage (phase-in tax penalty for those without coverage).
- Assess employers with more than 50 employees that do not offer coverage and have at least one full-time employee who receives a premium tax credit a fee of \$2,000 per full-time employee, excluding the first 30 employees from the assessment. Employers with more than 50 employees that offer coverage but have at least one full-time employee receiving a premium tax credit, will pay the lesser of \$3,000 for each employee receiving a premium credit or \$2,000 for each full-time employee. Require employers with more than 200 employees to automatically enroll employees into health insurance plans Offered by the employer; Employees may opt out of coverage.
- Create state-based American Health Benefit Exchanges and Small Business Health Options Program (SHOP) Exchanges, administered by a governmental agency or non-profit organization, through which individuals and small businesses with up to 100 employees can purchase qualified coverage.

CAP Calculator

http://www.americanprogress.org/issues/2010/04/small_business_health_calculator.html

EXAMPLES:

Employees	4	10	20	10	
AVG Employee Wage	35,000	25,000	30,000	20K	
Employer HI expenses	48,000	60,000	120,000	100K	
2010 Credit	<u>10,080</u>	<u>21,000</u>	<u>5,600</u>	<u>35K</u>	
2014 Credit	<u>14,400</u>	<u>30,000</u>	<u>8,000</u>	<u>50K</u>	

Summary of Federal HC Reform (Kaiser)

<http://www.kff.org/healthreform/upload/8061.pdf>

Timeline of Federal HC Reform (Kaiser)

<http://www.kff.org/healthreform/upload/80601.pdf>

AARP Website

http://bulletin.aarp.org/yourhealth/policy/articles/health_care_explained.html

Families USA Website

<http://www.familiesusa.org/health-reform-central/>