

CLIENT ALERT

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PLEASE READ – THIS APPLIES TO EVERY EMPLOYER WITH ONE OR MORE EMPLOYEES – SO IF YOU ARE RECEIVING THIS CLIENT ALERT – THIS APPLIES TO YOU!!

REQUIRED NOTICE OF THE MARKETPLACE.....This October, the much anticipated Marketplace (previously called Exchange) will be open for enrollment. Coverage will begin on January 1, 2014. The Marketplace is designed to provide individuals with private health insurance options they can compare and choose from. They offer employees an alternative to employer based medical insurance.

As part of the PPACA regulations, all employers who are subject to the Fair Labor Standards Act (which is virtually every employer with one or more employees) must provide their employees with a notice outlining the availability of the Health Insurance Marketplace.

This notice must be provided to all part-time and full-time employees, regardless as to whether they are eligible to participate in the employer's health plan. The notice must be provided by October 1, 2013 for all current employees and within 14 days of an employee's hire date if hired after October 1, 2013. The notice must be in writing, but may be provided electronically if the DOL's electronic disclosure safe harbor is met (29 CFR 2520.104b-1(c)).

The DOL has issued Model Notices, one for employers who offer coverage and one for those who do not.

What do you need to do?

We have attached the current Model Notice for you to review. However, we recommend waiting to supply this notice as there may be changes that might necessitate sending an addendum if you send the current one now.

We will provide additional guidance by September 15.

The Technical Release which provides additional information can be found at: <http://www.dol.gov/ebsa/newsroom/tr13-02.html>

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