

# The Truth About the ACA— Not Much Has Changed

The ACA has not been repealed and there are very few changes, especially in 2018. See the breakdown below.

## What Stayed the Same:



### “Individual Mandate”

Individuals are still required by law to have minimum essential health insurance.



### “Employer Mandate”

Larger employers must offer health insurance that provides Minimum Essential Coverage to at least 95% of their full-time employees.



### Minimum Value

The healthcare offered by larger employers must pay for at least 60% of the covered healthcare expenses.



### Affordable healthcare

Employees of larger employers should pay 9.56% (tied to inflation) or less of their household income for the employer health insurance.



### IRS Reporting

Larger employers must still report their health plan information to the IRS including which employees have been offered healthcare, and who enrolled in their health plans.



### Employer tax penalties

Larger employers risk tax penalties if they don't comply with the employer mandate by offering affordable healthcare and file with the IRS on-time.

## What's Changed:



### Individual tax penalties—

Starting in 2019, there is no longer a tax penalty for individuals that don't purchase minimum essential health insurance.



### Delay for Cadillac Tax for high-cost coverage—

The 40% excise tax for high-cost coverage plans has been delayed by two additional years—until 2022 (tax years beginning after 2019). The tax has been delayed twice, from 2013 to 2019, then to 2020 and now 2022.