



FLASH UPDATE

February 7, 2014

GOVERNMENT UPDATES MARKETPLACE NOTICES

One of the major components of health care reform is the new health care exchanges or marketplaces where individuals can go to buy insurance. On October 1, 2013, the law required employers to begin notifying all employees (even those not eligible for the employer's group health plan) about the new marketplaces. The government provided templates employers can use to satisfy this notice requirement. The government has just updated the templates. The following is a link to the updated templates.

<http://www.dol.gov/ebsa/healthreform/regulations/coverageoptionsnotice.html>

There are two versions. One version is for employers that offer a group health plan to some or all of its employees and the other version is for employers that do not offer a group health plan. Note that if you do offer a group health plan, you send the same notice to all the employees; even those that are not eligible for the plan. The notice should be provided to all new employees within 14 days of the date they are hired. Although currently there are no fines for failing to comply with the notice requirements, we strongly encourage all employers to distribute the notices in a timely manner.