



EMPLOYERS AND HEALTH REFORM

Affordable Health Care for America Act stands on the principle of shared responsibility among individuals, employers, and the government. The bill assists employers in providing coverage to their employees and provides access to markets that operate more transparently and fairly.

SMALL EMPLOYERS

- Provides access to the new Health Insurance Exchange, which will give small employers access to insurance rates normally enjoyed only by larger employers, lower administrative costs, greater transparency, and greater choice of plans to their employees.
- Reforms rating rules so that small employers will no longer pay higher premiums if they have employees with higher health costs due to age or sickness.
- Stabilizes skyrocketing health costs for small businesses.
- Provides a rolling 2-year tax credit to assist small employers who want to offer coverage even if they are not required to do so.
- Exempts small businesses with annual payrolls of less than \$500,000 from the employer-responsibility requirements. Employer responsibility will phase in gradually as payroll increases from \$500,000 to \$750,000.
- Creates a new grant program to encourage small employers to develop employee wellness programs.

LARGER EMPLOYERS

- Leaves insurance plans offered by larger employers generally unaffected, particularly for the first five years. Starting in 2019, employer-sponsored health insurance plans will generally be required to meet the same minimum standards as basic plans in the Exchange.
- Gives large employers the choice of providing affordable coverage to their workers or contributing 8 percent of payroll instead.
- Over time, the Health Insurance Exchange may be open to businesses of all sizes, which will increase choices for all employers and their workers.

ALL EMPLOYERS

- Health care costs for the uninsured will no longer be shifted onto employers and those with insurance coverage.
- Savings from delivery system reform and other cost-control measures will slow employers' skyrocketing health costs and increase employers' competitiveness.
- Reforms of the health care delivery system improvements will increase the quality of employers' health plans.