

## The PPACA and Its Implications for Your Business

On June 28th, 2012, the Supreme Court handed down its decision on health care reform, known in the benefits world as the Patient Protection and Affordable Care Act and to most as Obamacare. In its ruling, the Court chose to uphold the most controversial part of the statute: the individual mandate that all Americans purchase health insurance by January 1, 2014. In line with that mandate is a requirement that “applicable” employers provide minimum coverage to all full time employees. Furthermore, further regulations will be enacted in years to come which directly affect businesses, such as a 40% excise tax on certain executive health care plans, or “Cadillac” plans.

The Ratloff Law Firm sees the following risks to businesses as a result of the upholding of the PPACA:

- Under the definition of “applicable employer” to whom the PPACA applies, we expect a large number of businesses, even those which employ more part time workers than full time, to be subject to these new regulations.
- Employers subject to these rules will likely see an increase in employees to whom they have to offer health coverage because the definition of “full time employee” is changing to any employee working at least 30 hours a week instead of 40.
- Waiting periods for coverage will have to be lowered to a maximum of 90 days for all health plans.
- To meet minimum coverage standards, businesses will likely have to increase benefits offered under their current plan.

Due to the above considerations, the Ratloff Law Firm expects to see health care costs rise in the coming years for businesses. In light of these challenges, the Ratloff Law Firm has developed effective legal strategies to mitigate these rising costs, offer compliance solutions in light of new healthcare regulations, and bring guidance to businesses facing what is likely to be extensive changes in their health plans. For further information, please contact Alexander Renfro at 865-342-9563 or [arenfro@ratlofflawfirm.com](mailto:arenfro@ratlofflawfirm.com).