

Patient Protection and Affordable Care Act: A Historical Overview

The Patient Protection and Affordable Care Act, also known as Health Care Reform, passed in 2010. The law is complex and includes many provisions that have already started to impact individual and business taxpayers; several other provisions go into effect this year yet and years to come. Planning ahead may help ease future impact.

Following is a historical overview of the key tax provisions, and the dates they went or go into effect. Contact the tax professionals at Yeo & Yeo CPAs & Business Consultants to assess how your business/organization will be affected and to help you determine the best strategies to minimize impact.

PROVISION	EFFECTIVE DATE
Taxes & Fees	
Industry-wide fee on pharmaceutical manufacturers and importers	2011
Industry-wide fee on health insurance providers	2013
2.3% excise tax on manufacture or import of non-retail medical devices	2013
Additional 3.8% Medicare tax on net investment income for high income earners	2013
Additional .9% Medicare tax on high wage earners	2013
Patient Centered Outcomes Research Institute (PCORI) fee	2013
Transitional Reinsurance program	2014
Individual mandate penalty	2014
Employer shared responsibility penalty	2015 or 2016
40% excise tax on "Cadillac" plans	2018
Reporting Issues	
W-2 reporting of employer-provided health insurance	2012 for Large Employers
Summary of Benefits and Coverage (SBCs)	2012
Notice of Availability of State Insurance Marketplaces to all employees	October 1, 2013
Annual Certification to IRS and Covered Individuals	Delayed to 2016/2017 for 2015/2016
Other Issues Impacting Employers	
Medical loss ratio rebates	2012
Flexible spending account revisions	2013
Automatic enrollment requirement for large employers	Delayed pending guidance
Plan design requirements	2014
Establishment of SHOP Marketplace	2014
Determination of Applicable Large Employer (ALE) status	Delayed to 2014 for 2015
Determination of full-time employees eligible for coverage	Delayed to 2014 for 2015