

Saint Joseph's University

Health Care Reform Notes

The health care reform bill has mandated multiple changes to address in the next few years. Among the most significant health care reform changes are:

2012

W-2 Reporting

Beginning with the 2012 tax year, employers must report the aggregate cost of employer-sponsored group health coverage on employees' W-2 Forms. The cost must be reported beginning with the 2012 W-2 Forms, which are issued in January 2013.

2013

Flexible Spending Accounts

Effective January 1, 2013, the Affordable Care Act imposes a \$2,500 limit on salary reduction contributions to a health flexible spending account. The \$2,500 limit will be indexed for cost-of-living adjustments for 2014 and later years.

Contraceptive Coverage

Saint Joseph's University does not offer coverage for contraceptives through our health plan. Under the applicable rules of the Patient Protection and Affordable Care Act, SJU is eligible for and has certified its qualification for a "temporary safe harbor" with respect to coverage for contraceptive services for the next plan year (2012-13).

2014

Health Insurance Exchange

Under the Affordable Care Act, states must establish health insurance exchanges by January 1, 2014. These exchanges will provide a mechanism for individuals to select from various levels of coverage, referred to as "bronze, silver, gold and platinum". Pennsylvania will have information and access to the Exchange system in the fourth quarter of 2013, for an effective date of January 1, 2014.