



Construction Industry Round Table

Business News

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7/20/12 – Impact of “Obama Care” Ruling on Employer Health Plans

Much has been written (and will continue to be) on the broader political and constitutional issues related to the Supreme Court's Decision on the Affordable Care Act (aka “ACA” or “Obama Care”), but very little has been specifically written about the effect the decision has had on employer sponsored plans. Many of the changes, rules, costs, and mandates are beginning to come into focus – including new requirements such as those affecting limits/caps (set at \$2,500) applied to only salary deductions for Health Care Flexible Spending Accounts (employer contributions are not included in the cap); as well as other matters kicking-in at the start of 2013. [[See RCM&D “Compliance Brief” for more details](#)].