

The Department of the Treasury and the White House announced Tuesday that it is issuing a one-year delay of the mandatory employer and insurer reporting requirements under the Affordable Care Act (ACA). The announcement was made via blog posts by Mark Mazur, Assistant Secretary for U.S. Tax Policy at the [Department of the Treasury](#) and Valerie Jarrett, Senior [White House](#) Advisor. The delay is intended to give administration officials more time to simplify the requirements and allow employers more time to put systems in place to properly track and report covered employees and provide information about health benefits offered to full-time employees.

Official guidance on the delay is expected to be issued within a week. While the delay is intended to apply to the reporting requirement under the law, the delay also extends to the employer shared responsibility requirement known as the 'Pay or Play' mandate. These ACA requirements were scheduled to take effect on January 1, 2014, and the pay or play mandate was scheduled for health plan years beginning on or after January 1, 2014. The announcement means that employers will now be required to comply in 2015.

The delay was announced due to feedback from businesses and their concern over the complexity of implementing reporting requirements and the need for more time. Practically speaking, many employers have limited infrastructure around human resources information systems and payroll systems to produce the reporting requirements. Providers are scrambling to build reporting systems to support their clients. The delay should give employers and their vendors the time to reevaluate needs while officials in Washington simplify the requirements.

Though employers are not required to comply with the pay or play mandate or required reporting aspects of the law until 2015, they are encouraged to voluntarily comply in 2014. Employers are also encouraged to maintain current health coverage and expand health coverage to full-time employees under the law. It is also important to note that the delay in implementation of the pay or play mandate and its reporting has no impact on the individual mandate scheduled to take effect January 1, 2014, or state and federal marketplaces (exchanges) which begin enrollment in October. The opening of the marketplaces and applicability of the individual mandate are still reportedly on time.

HORAN will provide an update next week once official communication is received from the Departments if there are any changes. Additionally, HORAN expects to provide more information on proposed rules related to the employer reporting requirements in the near future. The indication from the Department of the Treasury is that we can expect to see proposed rules published on the reporting requirements yet this summer.

*Please contact your HORAN account representative with any questions.*