



Business Brief



HR Cheat sheet:

**Affordable Care Act vs the Massachusetts
Health Care Reform Plan**

+ Comparison of the Affordable Care Act and the Massachusetts Health Care Reform Plan

Provision	Massachusetts Health Care Reform	Federal (PPACA)
Applicability for Employers	Firms with 11 or more FTEs	Firms with 50 or more full-time employees or combination of full-time and part-time employees equivalent to 50 full-time employees (100 half-time employees equals 50 full-time)
Who Is a Full Time Employee (FTE measure used to determine if employer meets the FTE threshold to be subject to offer of health insurance and assessment rules)	The lesser of 35 hours per week or the number of hours required to be eligible for the same level of employer contribution that is offered to full-time employees working at least 35 hours per week	All full-time employees working 30 or more hours per week for the employer using a look-back period (measurement period) anywhere from 3 to 12 months to determine if employee worked full-time (130 hours per month) during that period. Employees will be deemed full-time during a subsequent stability period (no less six months).
Standards for Avoiding Assessment	33% employer premium contribution 25% full-time employees enrolled in group plan	Offer Minimum Essential Coverage Employee use of premium tax credits
Penalty for an individual not purchasing insurance under individual mandate	50% of the lowest-cost premium offered through the state's exchange - \$1,200 for an individual	50% of the lowest-cost premium offered through the state's exchange - \$695 for an individual
Penalty on business for not offering affordable coverage to employees, who in turn, receive a subsidy under the individual mandate	11 or more employees: \$295 annually per employee	Employer subject to assessment if any full-time employee receives premium tax credits to purchase health insurance through a state exchange. Employees are eligible if 1) their premium contribution for the employer-sponsored coverage would cost them more than 9.5% of household income or 2) their household income is below 400% of federal poverty level Businesses with more than 49 employees: fine between \$2,000 and \$3,000 per full-time employee with the first 30 employees exempt
Indigent Families	Subsidizes up to 300% of the federal poverty level	Subsidizes up to 400 % of the federal poverty level
Paying for Preventive Services	Covers only deductibles	Covers co-pays and deductibles
Dependent Children	Dependents may stay on their parents' insurance plan up to age 25	Dependents may stay on their parents' insurance plan up to age 26
Tax Credits to Small Business that Cover their Employees	No	Yes
Funding	Federal funding has paid for about 64% of the cost of the plan, state absorbs approximately 18% (includes penalties paid by employers) and hospitals and providers pick up the remaining %	Dependent upon taxes and fees
Medicare	Not addressed (Federal Program)	Provisions address Medicare



THE ALPHA GROUP

About Alpha

The Alpha Group is one of the largest independently owned staffing services in Southeastern Massachusetts. Client companies, ranging in size from single ownership to those with Fortune 1000 status, recognize our commitment to excellence in providing Human Resource services. Likewise, entry-level to experienced job seekers recognize our ability to identify with their goals and career objectives. The perfect employee matched with the perfect employer—that's our inspiration.

That's why since our founding in 1981, we have consistently operated under the premise that "Putting People First is our Business."



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