



How the AFFORDABLE CARE ACT affects SMALL BUSINESSES

The Affordable Care Act will ensure affordable, quality and accessible healthcare to all Americans.

Businesses with 50 or More Employees:

Starting in 2015, employers with 50 or more full-time employees **must** offer affordable medical coverage at a minimum value to employees and their dependents.

- Full-time = employed 30 or more hours in a seven day period.
- Affordable = employee contributions are less than 9.5% of their household income.
- Minimum value = a plan provided by an employer, covering at least 60% of the cost.

An easy-to-use online “marketplace,” **New York’s Small Business Health Options Program (SHOP)**, will be created to provide small businesses with a one-stop shop to compare and buy insurance.

- Small businesses with 2 to 50 employees will be eligible to select health plans through the SHOP Exchange. In 2016, SHOP will be open to businesses with 100 or fewer employees.

Online enrollment for you and your employees, as individuals,
can be accessed through www.nystateoghealth.ny.gov

Enrollment begins: October 1, 2013

Coverage begins: January 1, 2014

Frequently Answered Questions:

Q: Will the Exchange make coverage more affordable for my small business?

A: Yes! Overall costs are expected to drop by 5%. The Exchange will lower the cost of health insurance for small businesses because it will spread administrative costs across more employers and will also offer small-business tax credits to eligible employers.

Q: What if I have fewer than 50 full-time employees?

A: Businesses with fewer than 50 full-time employees are not required to provide health insurance to their employees under the Affordable Care Act. If these businesses would still like to provide health insurance, they can apply for a certain type of **Small Business Health Care Tax Credit**. The exact amount of the credit will depend on the number of employees and the average wages. Businesses can use www.smallbusinessmajority.org/tax-credit-calculator/ to estimate savings.

Q: Where can I go to find out more information?

A: More information for employers is available at www.healthcare.gov. The **SHOP Marketplace Call Center** is available Monday-Friday from 9AM-5PM to help small businesses get information to make the best decisions for themselves and their employees. **Call: 1-800-706-7893**