

IMPORTANT: DEADLINE APPROACHING!

Health Care Coverage – Written Notification Requirement by October 1, 2013

The Fair Labor Standards Act (FLSA) was amended by the federal Affordable Care Act to require applicable employers to provide their employees with written notice of their health insurance coverage options by October 1, 2013. For new employees hired after October 1, employers must provide this notice within 14 days. Visit <http://www.dol.gov/elaws/esa/flsa/scope/screen24.asp> for guidance on determining your obligations under this law. You can also talk to the staff at Vermont Health Connect (see contact information listed below).

What needs to be included in the notice?

The notice must inform employees about their current coverage, and must be distributed regardless of whether or not you have decided to offer coverage through Vermont Health Connect. The notice must:

- (1) Provide information about Vermont Health Connect and how to request assistance
- (2) Describe how/when a tax credit may be available to the employee, and
- (3) Outline the implications for the employee if they choose to purchase a plan through Vermont Health Connect.

Sample forms and information are available at <http://healthconnect.vermont.gov/notices>

Vermont Health Connect – Health Insurance Marketplace

Small businesses (with 50 or fewer employees), and individuals without employer health insurance coverage, will be able to begin browsing the Vermont Health Connect site in October 2013. However, open enrollment dates will vary depending on the anniversary date of the employer's current health insurance plan. Small businesses will have 30 days prior to their health plan anniversary date to enroll their employees through Vermont Health Connect.

Additional tools and resources can be accessed at VermontHealthConnect.gov

You can also call: 1-855-899-9600 (toll-free)

Small Business Hotline – 1-855-499-9800 (toll-free)

In-person – Use the website or call center to find a Navigator near you

Vermont Health Connect information session dates can be found at:

healthconnect.vermont.gov/events