

Affordable Care Act (ACA) Frequently Asked Questions For Non-PeopleSoft Payroll Locations November 24, 2015

Note: The information provided in this document is not intended and should not be construed as legal advice. Please consult your organization's attorney for legal advice regarding how the law applies to your organization.

1. Will SHBP prepare and transmit Forms 1094/1095-B or 1094/1095-C?

No. For your employees enrolled in SHBP self-insured plan options (i.e., BCBS HRA, BCBS and UHC HMO, and UHC HDHP), employers will be responsible for fulfilling all of the applicable reporting requirements under Sections 6055 and/or 6056 of the ACA, and this includes any transmission of Forms 1094/1095-B or 1094/1095-C.

For your employees enrolled in the SHBP fully-insured plan option (i.e., Kaiser Permanente HMO), Applicable Large Employers will be responsible for fulfilling all of the applicable reporting requirements under Section 6056 of the ACA, and this includes any transmission of Forms 1094/1095-C. Kaiser Permanente, the insurance issuer, is responsible for fulfilling all of the applicable reporting requirements under Section 6055 and will prepare and transmit Forms 1094/1095-B.

As the plan administrator, and not a health insurance issuer or employer, SHBP is not required to transmit forms under Section 6055 or 6056.

2. Will SHBP assist employers in compiling the information necessary to satisfy the ACA filing requirements?

Yes. SHBP has been coordinating with ADP to develop a process for providing information to employers that may be used to assist with the ACA filing requirements for employers. For non-PeopleSoft employers, including CSBs and public health districts, there are ACA test files available for your utilization on the State Health Repository Tool (SHRT) and the ACA production files will be available on January 11, 2016.

Furthermore, SHBP has provided technical guidance on the system requirements and file testing and has conducted technical trainings to assist non-PeopleSoft employers. The link to the webinar training is available at <https://dch.georgia.gov/benefit-coordinators>.

3. Are employers responsible for preparing and transmitting Forms for COBRA and retirees?

No. Because these individuals are no longer located within a payroll location, you will not have to fulfill the reporting requirements related to these individuals.

4. Should employers contact SHBP with questions related to compliance with the ACA?

No. Employers should retain their own legal counsel, or utilize counsel provided by their governing body, to ensure they are complying with the ACA's requirements. SHBP will not provide guidance to employers regarding the provisions of the ACA, such as employee classification, notice or filing requirements, or potential liability for non-compliance.