



WHAT EMPLOYERS NEED TO KNOW RIGHT NOW ABOUT HEALTH CARE REFORM

ACA's Auto-Enrollment Requirement Repealed

The Patient Protection and Affordable Care Act (ACA) initially required employers with more than 200 full-time employees and that offer employees one or more health benefit plans must automatically enroll (and re-enroll existing) full-time employees into one of the health plans (subject to any waiting period authorized by law), in accordance with DOL regulations.

Following [delays](#) in the DOL regulation, the "[Bipartisan Budget Act of 2015](#)" which was signed by President Obama on November 2, 2015, repealed the auto-enrollment requirement. Employers are still free to use default or negative elections for employee enrollment.

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This information is general and is provided for educational purposes only. It is not intended to provide legal advice. You should not act on this information without consulting legal counsel or other knowledgeable advisors.