



No Penalty for Failure to Provide Exchange Notice

The DOL has issued a single FAQ, addressing penalties for failure to provide the Notice of Coverage Options (Exchange Notice). Health care reform requires employers, subject to the Fair Labor Standards Act to provide the Exchange Notice to all employees, informing them about the Exchange and some of the consequences of purchasing coverage through an exchange. This notice must be automatically provided to current employees by October 1, 2013. The notice indicates that while employers should provide the Exchange Notice, there is no fine or penalty for failing to do so. <http://www.dol.gov/ebsa/faqs/faq-noticeofcoverageoptions.html>

Keep in mind that although the DOL is giving us a break, compliance is recommended. For more information, see our May 10, 2013 FLEXNews at www.sabcflex.com/may%2010,%202013.pdf.