

BUZZ

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September 2018

2018 ACA Reporting Draft Forms Now Available

The IRS released **draft** 2018 forms for Affordable Care Act (ACA) reporting under Internal Revenue Code (Code) Sections 6055 and 6056. Draft instructions for 2018 have not yet been released.

The 2018 draft forms are substantially similar to the final 2017 versions. However, the revised version of the Form 1095-C clarifies that the “Plan Start Month” box in Part II will remain optional for 2018. The IRS previously indicated that this box may have been mandatory for the 2018 Form 1095-C.

Keep in mind that the 2018 draft instructions for these forms may include additional changes or clarifications, once released. Also, the IRS may make

additional changes to these forms before releasing final 2018 versions.

What You Need to Do

Employers should become familiar with these forms for reporting for the 2018 calendar year. However, these forms are **draft versions only**, and should not be filed with the IRS or relied upon for filing.

- **2018 draft Forms [1094-C](#) and [1095-C](#)** were released July 11, 2018, and will be used by applicable large employers (ALEs) to report under Section 6056, as well as for combined Section 6055 and 6056 reporting by ALEs who sponsor self-insured plans.
- **2018 draft Forms [1094-B](#) and [1095-B](#)** were also released in July 2018, and will be used by entities reporting under Section 6055, including self-insured plan sponsors that are not ALEs.

More Information

Please contact Assured Partners for more information on reporting under Code Sections 6055 and 6056.

DID YOU KNOW?

Disease management programs can help manage rising health care costs. In fact, a [study](#) by the RAND Corporation found that these programs result in an 87 percent savings.

Employers surveyed saw specific savings of \$136 per member per month and a 30 percent decrease in hospital admissions from employees who participated in these types of programs.

Two HSA Bills Passed by the House

The House of Representatives passed two bills that have the potential to transform how health savings accounts (HSAs) are used. Despite passing in the House, the two bills need to be passed by the Senate in order for them to become laws.

What do the two bills propose?

[H.R. 6199](#) (Restoring Access to Medication and Modernizing Health Savings Accounts Act), in addition to other changes, would reverse the ACA’s prohibition on using HSAs on over-the-counter health expenses.

[H.R. 6311](#) (Increasing Access to Lower Premium Plans and Expanding Health Savings Accounts Act), in addition to other changes, would allow certain individuals to use the ACA’s tax credit when buying low-premium Marketplace plans.

More Information

Please contact us for more information on either of the bills.



HR Brief

Human Resources tips brought to you by
Assured Partners

September 2018

CTE Programs Earn \$1.2 Billion in Federal Funding

Career and technical education (CTE) programs earned a huge win in July when President Donald Trump re-enabled a major source of their funding.

The bill President Trump [signed](#) reauthorizes the Carl D. Perkins Career and Technical Education Act—last authorized in 2006—and amends the legislation to make its funds more accessible.

Noteworthy Program Highlights

- Grants roughly \$1.2 billion in federal funding toward state and local CTE programs through fiscal year 2024
- Limits the secretary of education's authority in allocating funds

- Increases transparency and accountability to drive curriculum effectiveness
- Simplifies the application process, making acquiring and using federal funds easier

Why Focus on CTE Programs?

CTE programs emphasize trades and skills rather than abstract degrees. For instance, a CTE program might prepare someone to become an electrician or a health care specialist.

Given their clear path to employment, many students take CTE classes in high school and after graduation to earn a certification.

Proponents argue CTE initiatives address modern workforce demands by getting people into in-demand jobs quickly and efficiently.

Optimistic Outlook

Legislators believe stimulating these programs will help the United States better prepare its workforce for shifting job markets, especially in areas that have seen a steady decline in recent decades.

Ideally, addressing this issue now will save the United States from even tighter labor markets in the near future.

DID YOU KNOW?

Recently, two potentially transformative health bills ([1](#), [2](#)) affecting health savings accounts (HSAs) passed through the House of Representatives.

These bills could change HSA spending rules and alter other aspects as well.

Note, these bills are not law and Senate approval may be a long shot. Stay tuned for any notable developments.

LinkedIn Voice Messaging: What You Need to Know

The social recruiting and marketing platform LinkedIn recently announced a new voice messaging feature. It allows users to record and send brief audio clips instead of typing out messages.

This feature can help reduce the time it takes to reach out to potential recruits and adds a personal touch from your business. That personal experience could make the difference for talented applicants who are used to getting a canned response.

Maximizing This Feature

Using this feature can combat the perception that your company doesn't care about applicants on a personal level. With this in mind, consider using voice replies to show applicants you care.

If a person thinks you don't care about their application, why should they want to work for you?

