

# EMPLOYER EXCHANGE NOTICE DUE BY OCTOBER 1

Among its many other changes, the Affordable Care Act ("ACA") amended the Fair Labor Standards Act ("FLSA") so that almost every employer must provide every employee with a written notice describing the ACA's health benefit exchanges. The notice was originally required to be provided by March 1, 2013, but the deadline was then delayed until October 1, 2013.

**September 18, 2013**

Under the Affordable Care Act, **by October 1, 2013**, employers are required to provide written notification to all employees about health coverage options available through The Marketplace (also known as "exchanges"). **After October 1, 2013, employers will be required to provide the notice to new employees within 14 days of their hire.**

The Department of Labor has provided employers with two sample notices that may be used to comply with this requirement.

- Employers that **do not** offer group health insurance:  
<http://www.dol.gov/ebsa/pdf/flsawithoutplans.pdf>
- Employers that **do** offer group health insurance:  
<http://www.dol.gov/ebsa/pdf/flsawithplans.pdf>

Additional information related to the above mandate can be found on the Department of Labor website: <http://www.dol.gov/ebsa/healthreform> or through your insurance representative.