



## WESTON HURD EMPLOYMENT LAW REMINDER

### All Employers Required to Notify Employees of Health Insurance Exchanges by October 1, 2013

Prepared by Morris L. Hawk

**The Affordable Care Act requires all employers to notify current employees of the health insurance exchanges that are scheduled to open on October 1, 2013.**

The Department of Labor has published two model notices that employers can give to employees. The notice for employers who currently offer health insurance to their employees can be found at <http://www.dol.gov/ebsa/pdf/FLSAwithplans.pdf>.

The notice for employers who currently do not offer health insurance to their employees can be found at <http://www.dol.gov/ebsa/pdf/FLSAwithoutplans.pdf>.

Employers are required to provide a notice to current employees no later than October 1, 2013. Employers must provide a notice to each employee hired after October 1, 2013 within 14 days of the employee's start date. Notices can be mailed, hand-delivered or posted electronically (so long as employees have consented to electronic notice or have job duties which require them to access the employer's intranet).

If you have any questions concerning how the Affordable Care Act might impact your business, please do not hesitate to contact your Weston Hurd attorney.



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