LEGAL Q&A

Q **Will all employers have to provide health care to their employees starting January 1, 2014 pursuant to the Patient Protection and Affordable Care Act, commonly referred as "Obamacare"?**

A Despite what some media outlets have suggested, the answer is certainly no. The only employers who need to be concerned about this issue are those who employ 50 or more "full time" employees (the Affordable Care Act uses a very specific formula to determine who is considered full time) or those who employ under 25 employees and are looking to take advantage of the small business tax credit. If those businesses that employee 50 or more employees fail to offer "adequate" and "affordable" health insurance to their employees as defined by the Act, the employer will be subject to varying levels of taxes or penalties.

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