



2-3-17

Compliance Announcement

Executive Order Impact

What is the impact of President Donald Trump's Executive Order on certain rules and regulations governing employee benefit plans? The Executive Order was followed by a "Memorandum for the heads of Executive Departments and Agencies" from Reince Priebus, Assistant to the President and Chief of Staff (the Memo). The Memo addresses the scope of the Executive Order, which is limited at this time. This could change in the future.



The Memo directs the agencies to withdraw regulations that have been sent to the Office of the Federal Register, but not yet officially published so that they can be further reviewed. With respect to regulations that have been published, but have not taken effect, the agencies are to postpone their effective date for 60 days from January 20, 2017. At this point, employers should continue to comply with the ACA. We will continue to monitor the impact of the Executive Order.

ACA Information Reporting (1094/1095-C, 1094/1095-B) - These regulations are final and not impacted by the Executive Order at this time.

Employer Shared Responsibility - These final regulations require applicable large employers to offer full-time employees health coverage that is affordable and provides minimum value or potentially face a penalty if an employee receives a premium tax credit. These final regulations are not impacted by the Executive Order at this time.

(The information is not intended to be viewed as legal advice. Please review all legal matters with your outside law firm.)

(Source: SPBA)