ACA MODULE

Affordable Care Act Compliance Monitoring

Worried About How You'll Manage ACA Compliance?

With the employer shared-responsibility provisions of the Affordable Care Act (ACA) scheduled to take effect on January 1, 2015, the countdown is on to get ready. To develop and execute a best-fit strategy for ACA compliance and cost control, you'll need to track, integrate, and analyze data across time and attendance, payroll, and HR.
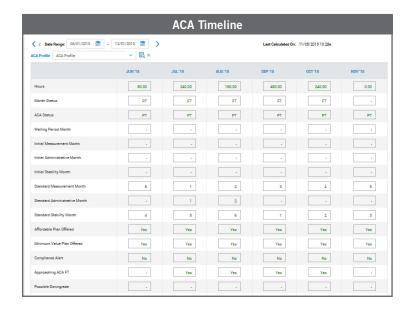
When it comes to ACA administration, spreadsheets, homegrown reports, and manual calculations will do little to simplify a highly complex process that may have significant financial consequences. Organizations like yours need integrated workforce management tools that provide complete automation and high-quality information for driving cost-effective labor decisions and minimizing ACA compliance risk. The good news is that we have these tools ready for you within our ACA module.

Solution Highlights

- Simplify processes around ACA compliance to help avoid steep penalties

- Receive accurate visibility into average hours worked by full-time and part-time employees, including for the look-back and stability periods

- Automate benefits eligibility notification and employee enrollment

PROACTIVELY MANAGE ACA COMPLIANCE ACROSS YOUR ENTIRE WORKFORCE

The ACA module, available in our Marketplace, allows you to proactively manage your ACA compliance strategy across your entire workforce. It gives you the tools to effectively manage regular- and variable-hour employees' benefit compliance, along with applicable reporting. Once you determine the impact ACA will have on your bottom line and develop a strategy that fits your financial and business objectives, implementing, enforcing, and managing that strategy can be an even bigger challenge. Our ACA module can help you manage ACA administration with tools that execute your ACA strategy. It makes Affordable Care Act compliance simple!

Solution Features

Access both real-time and historical detail on ACA status measurements for your company, as well as for individual employees. Management dashboards provide consolidated views of regular- and variable-hour labor pools and the ability to drill down into views for each employee. View any employee's current status or historical status by month with the ACA timeline view.

Compliance alerts notify managers when an employee's status changes to full-time or part-time, when an employee is approaching eligibility, and when an employee has scheduled hours that would put the worker over the eligibility limit. Alerts can also be sent to employees to notify them that they are eligible for benefits. Additional rules can help you enforce schedules and maintain your preferred full-time/part-time employee mix.

The ACA module is the only solution that is delivered on the power of a single platform for HR/benefits administration, time and attendance, and payroll. With a single record for each employee, you can streamline and automate the benefits enrollment process as employees reach eligibility.

ACA Timeline

	JUN '15	JUL '15	AUG '15	SEP '15	OCT '15	NOV '15
Hours	80.00	340.00	160.00	480.00	240.00	0.00
Month Status	PT	FT	FT	FT	FT	-
ACA Status	PT	PT	PT	PT	PT	PT
Waiting Period Month	-	-	-	-	-	-
Initial Measurement Month	-	-	-	-	-	-
Initial Administrative Month	-	-	-	-	-	-
Initial Stability Month	-	-	-	-	-	-
Standard Measurement Month	6	1	2	3	4	5
Standard Administrative Month	-	1	2	-	-	-
Standard Stability Month	4	5	6	1	2	3
Affordable Plan Offered	Yes	Yes	Yes	Yes	Yes	Yes
Minimum Value Plan Offered	Yes	Yes	Yes	Yes	Yes	Yes
Compliance Alert	No	No	No	No	No	No
Approaching ACA FT	-	Yes	Yes	Yes	Yes	-
Possible Downgrade	-	-	-	-	-	-

Date Range: 06/01/2015 - 12/01/2015   Last Calculated On: 11/05/2015 10:28a
ACA Profile: ACA Profile