

## BOOK CORNER

Passage of the Patient Protection and Affordable Care Act has created a great deal of confusion and uncertainty among employers. The books described below provide guidance to the successful implementation of the provisions of this complex Act. All of these books are available through the SHRM Bookstore at <http://shrmstore.shrm.org/>.

### **Thompson's HR Compliance Expert/The New Health Care Reform Law: What Employers Need to Know, 4th Edition.**

Updated to help employers identify the key reform compliance issues to address right now and in the coming months, this guide answers more than 500 questions HR professionals are asking now. In particular, it spells out concrete steps employers must take to minimize both reform-related expenses and costly penalties under the health care reform law. Member: \$325.00; Nonmember: \$345.00.

### **Employer's Guide to Health Care Reform, 2014 Edition**

The *Employer's Guide to Health Care Reform* is a step-by-step practical guide for employers struggling to keep up with the rapid pace of changes affecting their health benefits plans. Member: \$299.00; Nonmember: \$309.00.

This guide has been updated to include discussions of the latest health care reform developments and detailed explanations of these important topics, among others:

- When is a plan a "grandfathered" health plan—and how to keep it that way
- What types of subsidies and tax credits are available to employers that provide health coverage to employees
- Which health plans are subject to new prohibitions on annual and lifetime limits, and what exemptions are available
- The extent to which health reimbursement accounts qualify for an exemption from the prohibition on annual limits
- How and when the Affordable Care Act restricts preexisting-condition exclusions
- When must an employer-sponsored plan provide full coverage for preventive health services without cost sharing
- What are the new claims and appeals processes mandated by the Affordable Care Act for health plans
- What additional changes to health plan design will be required beginning in 2014
- What new types of reporting are required for health plans
- Which employers must pay a penalty if they do not provide adequate and affordable health plan coverage
- The impact of the delay in implementation of the employer pay-or-play rules until 2015
- How to determine which employees are full-time employees for purposes of applying the pay-or-play penalties
- How much flexibility employers have in structuring their workforces to avoid the pay-or-play penalties
- How employers can determine whether their coverage is adequate and affordable
- What is a health care Exchange, and how will it affect the U.S. health care system
- What types of "essential health benefits" will be included in health insurance policies offered through an Exchange
- How and when do the new nondiscrimination rules apply to insured health benefits
- Which employer-sponsored health plans are subject to auto-enrollment, and when do the rules go into effect
- What additional taxes and fees apply to help defray the cost of health care reform

### **SHRM 2013-2014 Healthcare Benchmarking: 6 Industries, 5 Geographic Regions, & 4 Employee Sizes.**

The purpose of this book is to provide HR professionals and other business executives with key health care benefits measures. In business, where the need to measure is strong, benchmarking can help identify an organization's strategic benefit plan's strengths and weaknesses, create a framework for managing change, and encourage employees toward continuous improvement. This book contains more than 60 metrics about health care plans, such as premiums, deductibles and co-pay amounts that are detailed enough to assist HR professionals in managing benefits plans for their organization. Member: \$840.00; Nonmember: \$1,020.00.

### **CCH's Law, Explanation and Analysis of the Patient Protection and Affordable Care Act**

This book provides employers as well as health, insurance and legal professionals with comprehensive explanation and analysis of every aspect of health care reform legislation. Each topic begins with a brief summary of the law on that subject, followed by background information on issues the changes were intended to resolve. In "Expert Guidance" sections throughout the summaries, lawyers comment on the history and significance of specific changes. Member: \$115.00; Nonmember: \$119.00.