



CHAPTER 1 – OVERVIEW OF PPACA PROVISIONS AFFECTING INDIVIDUALS

LEARNING OBJECTIVES

- Identify the rules applicable to
 - Grandfathered health plans,
 - The use of pre-existing condition exclusions, and
 - Annual and lifetime benefit limits;
- List the conditions that would permit an insurer to rescind health insurance coverage; and
- Recognize the requirements imposed by healthcare reform legislation with respect to
 - Patient protection provisions,
 - The individual’s requirement to maintain minimum essential coverage, and
 - Dependent coverage for young adults.

TOPICS COVERED

- Grandfathered Health Plans
- Losing Grandfathered Status
- Disclosure Requirements
- Documentation Requirements
- Actions Resulting in Loss of Grandfathered Status
- Eliminating Benefits
- Increasing Participants’ Cost-Sharing Requirement
- Increasing a Fixed-Amount Copayment
- Annual Benefit Limits Permitted under Grandfathered Individual Health Plans
- Pre-Existing Condition Exclusions Prohibited
- Two Criteria Present in Pre-Existing Condition Exclusion
- Benefit Limits Generally Prohibited
- Benefit Limit Prohibition Applicable only to Essential Health Benefits
- Contract Rescission Limited
- Patient Protections
- Requirement to Maintain Minimum Essential Coverage
- Minimum Essential Coverage
- Short-Term Health Insurance Plans
- Adult Children Coverage
- Eligibility for Extended Dependent Coverage

CHAPTER 2 – PPACA-MANDATED PERSONAL TAX CHANGES

LEARNING OBJECTIVES

- Identify the changes made by the PPACA related to
 - The treatment of costs for over-the-counter drugs and medical expense FSA contributions,
 - The tax penalty for nonqualified Archer MSA and HSA distributions,
 - Medical expense deductions,
 - The additional taxation on the earnings of high-income taxpayers,
 - The additional tax on high-income taxpayers' net investment income, and
 - The additional tax on estate's and non-grantor trust's undistributed net investment income; and
- Calculate the amount of the premium assistance tax credit available to taxpayers whose household income is less than 400% of the federal poverty line.

TOPICS COVERED

- Tax-Favored Health Plans
- Over-the-Counter Drug Costs
- Nonqualified Distributions from Archer MSAs and HSAs
- FSA Contributions Limited
- Unreimbursed Medical Expense Deduction Threshold Increased
- Social Security Taxes
- HI Component Increased for High Earners
- 3.8% Additional Tax on Net Investment Income for Higher-Income Taxpayers
- Estates and Trusts
- Refundable Tax Credits to Assist in Purchase of Qualified Health Plan
- Eligibility for Credit
- Federal Poverty Level
- Qualified Health Plan
- Amount of the Credit
- Benchmark Plan
- Taxpayer's Expected Contribution
- Household Income
- Modified Adjusted Gross Income
- Calculating the Credit
- Adjusted Monthly Premium
- Special Rules Applicable to the Tax Credit
- Reconciling Advance Premium Tax Credits
- Additional Tax Limitation