



INSURANCE AGENCY

ADVANCING THE MANUFACTURING AND SMALL BUSINESS COMMUNITIES

APRIL 2017

ACA COMPLIANCE BULLETIN

ACA REPLACEMENT BILL WITHDRAWN

OVERVIEW

On March 24, 2017, Republican leadership in the U.S. House of Representatives withdrew the [American Health Care Act](#)—their proposed legislation to repeal and replace the Affordable Care Act (ACA).

A House vote was scheduled to take place on that day, but House Republicans could not secure enough votes to approve the legislation and, instead, canceled the vote. As a result, the ACA will remain in place at this time.

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HIGHLIGHTS

- House Republicans withdrew their ACA replacement legislation, determining that it did not have enough votes to pass.
- As a result, the ACA will remain in place at this time.
- President Trump indicated that he would not continue to pursue ACA repeal and replacement.

New Smartphone-Enabled UPMC AnywhereCare Provides 24/7 Care

Benefits of new technology platform include high-quality physician care, low copays, added convenience, and short wait times



With spring allergy season upon us, UPMC Health Plan recently launched the new smartphone-enabled UPMC AnywhereCare, an easy-to-use platform that allows patients to receive high-quality care from emergency room professionals 24 hours a day and with reduced copays.

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UPMC's long and sometimes controversial road to Harrisburg

By Colin Deppen | cdeppen@pennlive.com

It's the largest non-governmental employer in Pennsylvania and one of the nation's largest health systems. And now, after weeks of coy denials, UPMC has confirmed that its footprint is about to grow.

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COMPLIANCE OVERVIEW

Federal Employment Laws by Employer Size

An employer's size, or number of employees, is a key factor in determining which federal labor laws the employer must comply with. Some federal labor laws, such as the Equal Pay Act, apply to all employers, regardless of size. However, other laws, such as the Family and Medical Leave Act, only apply to employers that reach a certain employee count.

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HIGHLIGHTS

EMPLOYERS OF ALL SIZES

- Equal Pay Act
- Fair Labor Standards Act
- Occupational Safety and Health Act
- Immigration Reform and Control Act
- Employee Retirement Income Security Act

EMPLOYERS WITH 50+ EMPLOYEES

- Family and Medical Leave Act
- Affordable Care Act – employer shared responsibility rules
- Fair employment laws, such as the Americans with Disabilities Act and the Title VII of the Civil Rights Act
- Consolidated Omnibus Budget Reconciliation Act