

BENEFITSCAPE™

ACA COMPLIANCE TY23: STATE-BY-STATE CHECKLIST

A REGTECH GUIDE: for employers on Oracle, ADP, Dayforce,
Workday & all major HCMs/ACA modules.

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ACA STATE MANDATES: OVERVIEW

As of TY23 **eleven US states** have eliminated the federal mandate passed by Congress under the Affordable Care Act [ACA] requiring individuals to purchase & maintain qualifying health insurance coverage. These states are implementing their own **state ACA mandates** in its place.

It is under these eleven state mandates that residents are now required to purchase & maintain health insurance – or face *state* penalties. This impacts **ACA compliance** for employers with employees in those states.

ALEs must file/report **annual offers of health coverage** in each of these states for any eligible employees resident there, in addition to filing/reporting to the IRS and furnishing employees with the relevant plan information/forms.

What follows is a **CHECKLIST** of the eleven mandating states, the **ACA forms** [where specified] to be distributed and filed, and the known **state deadlines**.

BENEFITSCAPE was founded in 2014 to apply data science to employee benefits & is a certified member of the Women' Business Enterprise National Council [WBENC].

BENEFITSCAPE is the leading specialist in ACA reporting & compliance.

TY23 STATE CHECKLIST 1-6

STATE	FORMS TO FILE	DEADLINES
CALIFORNIA	IRS Employer Form 1094-C IRS Employee Forms 1095-B & C	Distribution to employees: Jan 01.2024 State filing: April 01.2024
CONNECTICUT	Yet to be released	Yet to be released
DISTRICT OF COLUMBIA	IRS Employer Form 1094-C IRS Employee Forms 1095-B & C	Distribution to employees: March 04.2024 State filing: April 01.2024
HAWAII	Yet to be released	Yet to be released
MARYLAND	Yet to be released	Yet to be released
MASSACHUSETTS	MA 1099-HC Form	Distribution to employees: Jan 31.2024 State filing: Also Jan 31.2024

TY23 STATE CHECKLIST 7-11

STATE	FORMS TO FILE	DEADLINES
MINNESOTA	Yet to be released	Yet to be released
NEW JERSEY	IRS Employer Form 1094-C IRS Employee Forms 1095-B & C	Distribution to employees: March 04.2024 State filing: April 01.2024
RHODE ISLAND	IRS Employer Form 1094-C IRS Employee Forms 1095-B & C	Distribution to employees: March 04.2024 State filing: April 01.2024
VERMONT	Yet to be released	Yet to be released
WASHINGTON	Yet to be released	Yet to be released

BENEFITSCAPE ACA_regtech* transforms both IRS & state-mandated compliance for 1000s of employers on Oracle, Dayforce, ADP, Workday & all major HCMs/ACA modules.

*works magic.

Any sufficiently
advanced technology is
indistinguishable from
magic. **Arthur C Clarke**



IF YOU HAVE QUESTIONS ABOUT ANY ASPECT
OF ACA COMPLIANCE, CONTACT BENEFITSCAPE
THE LEADING ACA SPECIALIST:

- » [+1-508-655-3307](tel:+15086553307)
- » info@benefitscape.com

BENEFITSCAPE.com