MEMORANDUM

TO: Deans, Vice Presidents, and Campus Presidents
FROM: HR Services
DATE: July 3, 2013
SUBJECT: **Important Update** - Health Care Reform (HCR) Compliance Delayed January 2015

As many of you may be aware, in a surprising move yesterday, the Obama administration announced that it is delaying the implementation of the Affordable Care Act (ACA) or Health Care Reform’s (HCR) employer responsibility provision. Now employers do not have to comply with the provision, commonly referred to as the "play or pay" provision, until January 2015 since penalties will not be assessed until this date. The Obama administration is expected to publish formal guidance within the next week or two.

The announcement noted that the administration has been engaging in a discussion with businesses and has heard a lot of concerns about the complexity of the mandatory employer and insurance reporting requirements and the need for more time for proper implementation. Additionally, the administration revealed that the delay in the reporting requirements is designed to:

- Allow them to consider ways to simplify the new reporting requirements consistent with the law; and
- Provide "time to adapt health coverage and reporting systems while employers are moving toward making health coverage affordable and accessible for their employees."

We were pleased to learn of the extension and welcome the additional time to ensure the plan that we have outlined for NMSU will fully comply with the final regulations. Additionally, we understand that the aggressive implementation timeline may have caused staffing or program issues that we may now be able to plan for appropriately. At this time, we are working with legal counsel and NMSU administration to determine what impact, if any, this extension will have on the policies and guidelines that NMSU established with an effective date of July 1, 2013. Until a decision is made indicating otherwise, it is important that we continue to comply with the recently passed NMSU policies available on the website at [http://nmsu.edu/manual/documents/nmsu-policy-manual-bor-062013.pdf](http://nmsu.edu/manual/documents/nmsu-policy-manual-bor-062013.pdf).

Thank you for your continued support and please know that we are committed to providing updated information to you as it becomes available. Please contact us at hrs@nmsu.edu if you have questions or concerns, so that we may review the issue and propose solutions whenever possible.

Please share this email with appropriate individuals in your college/division. Questions related to this memo or HCR should be sent to hrs@nmsu.edu.

CC: HR Liaisons and Business Managers