



CONSTRUCTION INDUSTRY MAY BE FAILING ACA

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MEET AFFORDABLE CARE ACT REQUIREMENTS

The average annual employee turnover rate for the construction industry is 68%, according to data issued by job search site Zippia, more than 10 percentage points higher than the national average of 57.3%.

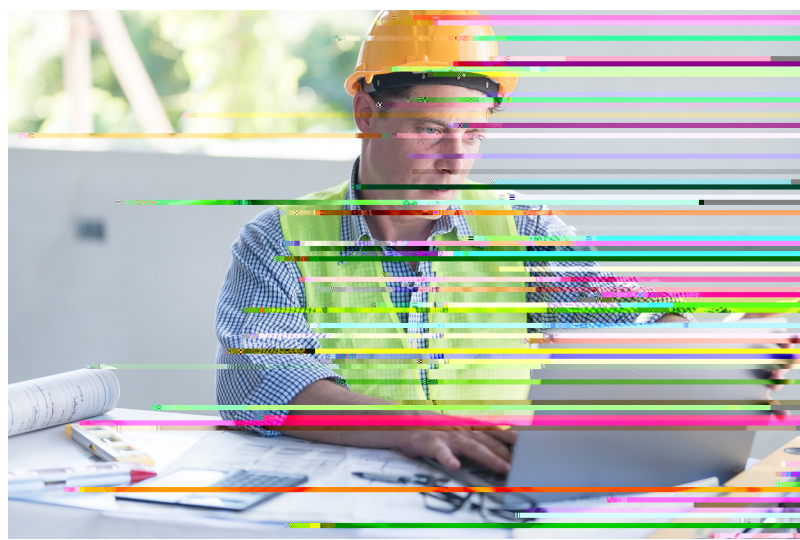
Why does that matter? With new employees coming and going keep track of who is eligible for health coverage and who isn't, creating unique challenges in meeting Affordable Care Act requirements.

Under the ACA's Employer Mandate, employers with 50 or more full-time employees or equivalents are required to:

- » Offer minimum essential coverage to at least 95% of their full-time employees (and their dependents)
- » Ensure that the coverage for the full-time employee is affordable based on one of the IRS-approved methods for calculating affordability

Employers in the construction industry that fail to meet these contractors have been shocked to receive ACA penalty notices from the IRS that are in the millions of dollars.

Here's why the construction industry is so susceptible to receiving ACA penalties:



- » Human resources is often a non-centralized function, making it challenging to gather the data necessary for tracking ACA compliance efforts.
- » The industry has a high percentage of hourly workers with ACA full-time and requires an offer of health coverage.
- » It employs workforces that disproportionately decline offers burden in tracking declinations.
- » Employees come and go during the year with high staff turnover rates, increasing the employer's burden to track all such employees.



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regulatory affairs for Los Angeles-based Trusaic, a human resources technology company focused on pay equity, DEI, and healthcare.

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