



Mythbusting Obamacare: Is the 30-hour per week threshold being raised to 40 hours?

ANTOINETTE PILZNER | HEALTHCARE PRESCRIPTIONS | JUN 08, 2013

Myth: Under new legislation, employers will only be required to offer health insurance to employees to work an average of 40 hours per week, not 30 hours per week.

Truth: Legislation was introduced in April 2013 by Sen. Susan Collins of Maine (S. 701) to replace the 30-hour per week minimum with a 40-hour per week minimum when determining which employees are "full-time employees" to whom health insurance must be offered under the Affordable Care Act employer shared responsibility mandates. That legislation was referred to the Senate Finance Committee but is not currently scheduled for hearings or any other action. Parallel legislation has not been introduced in the House of Representatives. So, while it's true this legislation has been introduced, it's nowhere near becoming law at this point. For the foreseeable future, "applicable large employers" are still required to offer health insurance to employees who work an average of at least 30 hours per week.



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I've been on the accountant's side, the employer's side, and the attorney's side of employee benefits over a span of more than 30 years. So I understand, and can help you identify and evaluate, the financial, human resources, administrative, and business aspects of the employee benefit plan decisions you face.

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