

Workday for the Patient Protection and Affordable Care Act

With the signing of the Patient Protection and Affordable Care Act (ACA) in 2010, qualifying organizations are required to offer affordable healthcare to eligible employees. Workday Benefits makes ACA administration easier and enables you to continuously remain compliant.

For organizations with more than 50 full-time equivalent (FTE) employees located in the United States working more than 30 hours per week or 130 hours per month, Workday Benefits offers accurate employee tracking and automation to trigger appropriate benefits action. You can manage medical coverage offers to eligible U.S. FTEs, and complete mandatory 1094-C and 1095-C filings to the IRS.

Workday Benefits provides power and flexibility to manage ACA complexities, and reduces your need for any manual manipulation of data across multiple systems often required for compliance. Workday tracks worker movements without requiring a single integration.

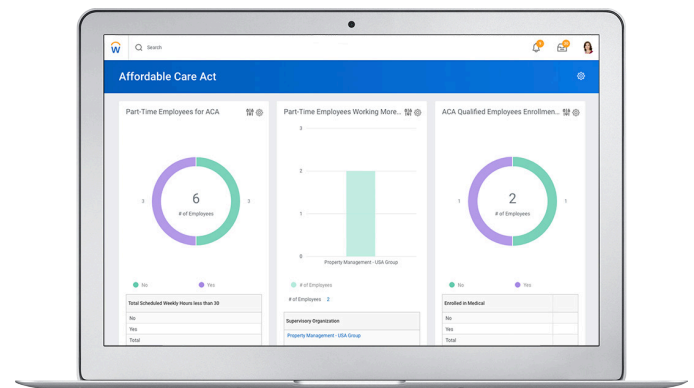
Key Product Areas

- FTE monitoring
- Payroll coordination
- Benefits administration for eligible enrollment
- 1094-C and 1095-C data management and form generation
- IRS company and SLE transmission and filing
- Form printing and distribution through partner integration

Affordable Care Act in Workday

The Affordable Care Act dashboard in Workday provides organizations with real-time visibility into their workers. You can review insights about employee movements into FTE status and those who are not enrolled in medical insurance. You can monitor part-time employees who are working over the ACA threshold of 30 hours per week or 130 hours per month, all in real time. With reports seamlessly integrated into Workday, organizations no longer have to monitor multiple data sources on a regular basis or manually trigger events in downstream systems.

Affordable Care Act Dashboard



Automating Measurement, Enrollment, and Filing

Workday helps organizations adhere to ACA regulations by providing easy-to-configure measurement periods, automatic enrollment processes, and electronic filing. Benefits administrators can choose measurement periods that work best for their organization and configure them without external assistance. Once employees become eligible, Workday automatically initiates enrollment events that prompt employees to review their enrollment options and take action. In addition, Workday effortlessly generates and transmits 1094-C and 1095-C forms to the IRS, and partner integrations seamlessly handle mailing and printing services.

Incorporating Additional Worker Data

With Workday, organizations can review, validate, and make corrections to information on their 1094-C and 1095-C forms prior to filing with the IRS. Customers can easily load employee data into the system for populations that are not housed in Workday, such as COBRA participants or retirees.

Driving Qualification with Payroll Data

Determining whether a population qualifies for medical coverage under the ACA requires organizations to track paid hours worked and not worked (due to jury duty, the Family and Medical Leave Act, and so on) from a payroll source. With Workday Payroll, organizations can easily access and utilize this information without an integration. For organizations with external payroll systems, payroll data can easily be imported via the Workday Payroll interface. Workday has the flexibility to use a combination of Workday native payroll and external payroll datasets.

Supporting Single Legal Entity Reporting

Workday ACA management supports customers who have multiple companies affiliated with a Single Legal Entity (SLE). Reporting at the SLE level allows organizations to submit all data within a single transmission.

Workday recommends that any organization complying with ACA requirements check the IRS instructions website for the most complete and up-to-date information:
irs.gov/instructions/i109495c/ar01.html#d0e1540.



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