



# The Small Business Guide to Obamacare Featuring Partner Sheldon Blumling

News

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Partner Sheldon Blumling was quoted in Inc.com and PalmBeachPost.com offering insight on the provisions of the Affordable Care Act.

By October 1, 2013, every business with at least one employee and \$500,000 in yearly revenue should have given employees a written Fair Labor Standards Act, or FLSA, Exchange Notice.

In September, the Labor Department announced that laggards will not be penalized. Sheldon said it is important to still give a written notice.

"The exchange notice does two things," Sheldon said. "It informs employees about the exchange and where to get information, but it also provides information about any coverage the employer offers." You might be perfectly happy for employees to go out and get coverage on an exchange. "But if you are offering what the ACA considers affordable, minimum-value coverage," he said, "it behooves you to make sure your employees understand that they're not eligible for a subsidy. It's an employee relations issue."

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