

SHRM's Key Priorities in Health Care Reform

SHRM Priorities	*Anticipated* Final Health Care Reform Legislation (yet to be introduced)	Meets SHRM's priorities
Strengthen and improve the employer-based health care system	No mandate to offer coverage, but employer penalties for those firms that do not offer coverage or who offer "unaffordable" coverage and employee receives tax credit to obtain coverage (Coverage of part-time employees yet to be determined)	No
Encourage greater use of health prevention, promotion, and wellness programs	Includes incentives for participation in workplace wellness programs	Yes
Strengthen ERISA to ensure a national, uniform framework for health care benefits	Maintains ERISA preemption framework enabling employers to offer multi-state benefits under uniform regulation	Yes
Reduce health care costs (improve quality and transparency, medical liability reform)	Modest steps to reform health care provider payments and improve transparency; provides state grants to encourage demonstration projects to develop alternatives to medical malpractice lawsuits	No
Ensure tax policy changes lead to lower costs and greater access	Excise tax on "high dollar" plans effective 2018 = \$10,200/single and \$23,000/families (dental and vision not included); Caps FSAs at \$2,500	No
Increase access to health care coverage	Includes individual mandate and subsidies for low-income individuals = nearly universal coverage	Yes