



Sage 300 and the Patient Protection and Affordable Care Act

Overview

The Patient Protection and Affordable Care Act (PPACA), and the amendments made by the Healthcare and Reconciliation Act, together known as the “Affordable Care Act”—or “ACA.”

The ACA contains healthcare responsibilities for employers based on the number of employees in an organization. Employers with 50 or more full time employees (or a combination of part time and full time equivalent (FTE) employees equal to 50 full time employees) are subject to the Employer Shared Responsibility provisions of the ACA.

Under the Employer Shared Responsibility provisions, if these employers do not offer affordable health coverage that provides a minimum level of coverage to their full-time employees (and their dependents), the employer may be subject to an Employer Shared Responsibility payment.

Q: When did ACA go into effect?

A: ACA went into effect January 1, 2015.

Q: How will Sage 300 support ACA reporting?

A: Sage 300 has been extensively updated to include assistance with ACA reporting, including help with:

- Determining the number of hours an employee worked
- Determining if an employee is full or part time
- Determining if the number of part time employees together equal a full time employee (FTE).
- Showing healthcare coverage costs to determine affordability
- Tracking self-insured employee coverage
- Reporting employer-sponsored health care coverage on W2 forms

Q: Which ACA forms can I print with Sage 300?

A: Sage 300 allows you to print both forms, 1094-C and 1095-C

Q: Does Sage provide ACA training?

A: Yes, on-demand ACA training is available at no charge to Sage customers and partners at the [Affordable Care Act center](#) on Sage City.

Q: Where can I learn more about ACA?

A: Visit the [Affordable Care Act center](#) on Sage City. The site includes many resources that you may find useful in understanding the many responsibilities around ACA, as well as ACA materials specific to Sage 300.

Q: Is there a government website regarding ACA?

A: Yes, the [IRS maintains a website](#) answering ACA questions.