

NATIONAL COALITION ON BENEFITS

December 11, 2015

40 Percent Tax on Health Benefits Is Top Concern for Employers

The 40 percent tax on health benefits created by the *Affordable Care Act* is a top concern for employers both large and small.

Public and private sector employers are concerned that the tax will:

Make it increasingly difficult to offer health care coverage that is not subject to the tax, particularly in high-cost areas of the country.

Discourage innovative programs focused on prevention and wellness and efforts to promote increased consumer engagement in their own care that have proven effective at increasing health care quality while simultaneously moderating cost growth.

Lead to increased out-of-pocket costs of health care coverage and discourage innovative plan designs or force employers to re-evaluate their health benefit offerings.

For more information on the tax, and why it should be delayed, visit the National Coalition on Benefits [website](#).

**Support a two-year delay of the 40 percent tax.
Give Congress and the Administration time to protect health benefits.**

The National Coalition on Benefits (NCB) is dedicated to protecting the benefits of the more than 175 million Americans who receive health insurance through employers. The Coalition is comprised of major employer trade associations, representing large and small employers. NCB also includes many large employers with employees in all 50 states (see www.coalitiononbenefits.org).