

### **Key Points on Benefits Tax Improvement**

- *Raising the threshold at which family plans are taxed from \$23,000 to \$24,000 in 2013 for all working families, with annual increases of Consumer Price Index plus one. The threshold for single plans will be \$8,900. (Taft Hartley plans will be considered at the family rate.)*
- *Raising the threshold on plans further if health care costs grow faster than expected from 2010-2013.*
- *Exempting dental and vision costs beginning in 2015 (which could raise the threshold as much as \$2,000)*
- *Raising the threshold for plans that have significant numbers of women and/or older workers.*
- *Preserving the original Senate proposal to raise the threshold for plans with workers in high-risk professions, affecting more than 9 million workers*
- *Preserving the original Senate proposal that would raise the threshold for plans with retirees age 55 and up.*
- *Providing transitional relief for employers and workers to adjust to the tax:*
  - *Temporarily raising the threshold for high cost states, affecting more than 38 million workers.*
  - *Providing a five-year transition window before the tax would apply to plans for state and local employees or to union workers' plans, which would allow plans time to adjust.*
- *Giving bargaining plans the ability to go into the exchange beginning in 2017.*