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Prepare Now for Negotiations! This one-day workshop, offered once in Albany and once in Rochester, will provide union leaders with the information they need to help members, trustees and board members understand how to best manage the so-called Cadillac Tax. Included will be tips on reporting, contract language and building a strategy to help manage costs in order to "stay below the line." Learn how employers are preparing themselves and gain insight into how the provisions of the Cadillac Tax may change before 2018.

The Affordable Care Act

Excise Tax / Cadillac Tax: What Unions Need to Know

December 9, 2015

in Albany - 8:00 a.m. - 3:00 p.m.

@ Hilton Albany - 40 Lodge Street, Albany NY

December 10, 2015

in Rochester - 8:30 a.m. - 3:30 p.m.

@ Rick's Prime Rib - 898 Buffalo Road, Rochester NY

Morning Agenda:

* THE CADILLAC TAX FACTS AND UPDATES

- What was the real reason for the Excise Tax/Cadillac Tax
- What are the possibilities of change prior to 2018
- Common strategies to avoid exceeding the Cadillac Tax thresholds
- What are the proposed provisions that could help Unions minimize exposure
- How will employers use the thresholds during negotiations and with their strategies to control healthcare cost
- What is the impact on Labor Unions

* THE CADILLAC TAX & ACA CONTRACT LANGUAGE

- Be prepared
- Have a strategy
- Contract language examples and suggestions
- How to protect your fund and your members today and for future

Afternoon Agenda:

* THE CADILLAC TAX

- What can you do to stay below the line (thresholds)
- What are unions doing to prepare for 2018
- What ideas are employers bringing to the table

* ACA REPORTING

- Responsibilities for unions and employers that unions should be aware of
- Most efficient way to manage or support ACA reporting
- Other discussions

* ACA UPDATE IN REGARDS TO INSURANCE FOR INDIVIDUAL MEMBERS

- Latest exchange updates
- 2016 ACA individual penalties and subsidy updates that could assist retirees, laid off members, uninsured members

QUESTIONS & ANSWER SESSION

PRESENTERS:

Dan Brice, Esq. (Albany & Rochester) and Ginger LaChapelle, Esq. (Albany), Blitman & King

Guy Morrison, EVP, Employee Benefits, Marsh & McLennan Agency LLC

John Pusloskie, President, CWA Local 1170

Joe Wild, Director of Labor, MVP

MODERATOR:

Linda Donahue, Cornell ILR

COST:

\$120.00 per person includes continental breakfast and lunch;
15% discount if sending three or more from same union

TO Register:

Fax the registration [**FORM**](#) to 585-262-3715 or call 585-262-4440