

As health care changes, Unum is by your side



It wasn't long ago that Congress passed the Affordable Care Act (ACA), which changed the health insurance landscape for almost everyone. Throughout the debate leading up to the passage and implementation of the ACA, Unum provided insights into the law. We discussed its implications for employers and employees, as well as for the providers of health and supplementary insurance.

The 2016 election gave Republicans a majority in Washington, and repeal and replacement of the ACA was at the top of the agenda. As of March, that effort appears to have stalled — primarily because of disagreement about how to fully replace the law.

Our industry stays strong

We learned one important lesson from the repeal and replace effort: Lawmakers seem to acknowledge the central role of the workplace in delivering health care and other benefits to America's workers.

For example, there was an effort to remove or limit tax incentives for employers to offer workplace benefits including health, disability, and other financial protection benefits. However, the employee benefits industry successfully advocated for preserving such incentives. The provision never made it into the final 2017 Republican draft proposal.

Looking ahead

Full repeal of the ACA is off the agenda for the near term — and perhaps forever. However, critics of the ACA predict it is not sustainable and will eventually collapse. If that prediction comes true, more questions follow:

- Would the impact of the collapse be limited to the individual health insurance market, or would group benefits also be affected?
- Will Republicans in Congress continue to propose smaller health care reform measures?
- Could President Trump seek a comprehensive solution that involves appealing to moderate Democrats in Congress? If so, would the tax exemption for employer-provided benefits remain at risk?

Our commitment

As Congress continues to explore a new approach to health care, Unum is once again at the forefront of these developments. We will continue to offer resources to analyze the implications of any new proposals for you and your clients.

Unum remains committed to providing resources, education and benefits to help provide America's workers with affordable financial protection through the workplace.

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To discuss your clients' needs and find out more about the services available to you, contact your Unum representative today.