



# 2017 Promises to Be an Interesting Year for Benefits

With the New Year upon us, 2017 promises to bring many interesting challenges for HR departments tackling new benefits issues. So, what should HR professionals expect in 2017?

## Addressing Your Top Concern in 2017 — ACA Reforms

Congressional republicans have wasted no time in their efforts to repeal portions of the ACA. In fact, a resolution has already been introduced to ultimately repeal at least portions of the law by way of the budget reconciliation process. The resolution includes no specific details but requires relevant committees to approve draft reconciliation bills by January 27. These bills specify which parts of the ACA may be repealed and how long to delay implementation to allow time to craft a replacement package. However, a budget reconciliation bill cannot eliminate existing ACA coverage mandates. Debate on the issue is underway. Bottom line, expect a wild ride.

Be sure to [attend our webinar, Post-Election Planning — Looking into the Crystal Ball, on January 11](#) for a discussion of what repeal and replace might look like and what you can do if Pay or Play is eliminated. A recorded version of the webinar will be available if you're not able to attend.



## Important Trends to Watch in 2017

Other important trends employers should look out for:

- Onsite/near-site employer-sponsored clinics that control referral patterns
- Provider contracting trends (e.g., value-based vs. bundled payment approach)
- Quality concierge-like experiences to purchase health services
- Expansion of healthcare data analytics
- 50% of an employer's Rx spend will be on specialty drugs by 2018

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