

Td 4 mgt- 412 employee benefits

Business



Employee Benefits Affiliation Employee Benefits In the recent past, the economy has been changing especially in organizational restructuring and workers are steadily becoming concerned about employee benefits issues such as the Affordable Care Act, family medical leave Act, and life insurance. Therefore, this essay identifies and discusses one scholarly, and academic article addressing the employee benefits issue and then examines one practical example of an employee benefits issue.

Baker, T., & Simon, J. (2002). *Embracing Risk*. Chicago: University of Chicago Press.

This is an anthology of short articles written by different authors and addresses the issue of life insurance from a different perspectives such as risk, life insurance, and the costs and returns of private regulation via insurance. Tom Baker & Jonathan Simon combine the ideas of different authors and present them in the form of a book to deal with the changing culture of insurance and organizational responsibility. The commentaries presented in this book discusses the significant changes in insurance including the expansion of the social insurance sector, advanced social security program, then formation of programs such as Medicaid, Medicare, and natural disaster insurance, (Baker & Simon, 2002).

The Employee Benefits Law Report (2015), it reveals a serious debate about Obamacare and questioning the functionality of Affordable Care Act. The American Supreme Court determined a case between King v. Burwell, that raised the issue the composition of the terminologies in the body of ACA imply that subsidies payable by the state to cover the cost of health care are only obtainable to those living in the U. S and have formed their healthcare exchanges. The plaintiff's arguments were that the subsidies should not be <https://assignbuster.com/td-4-mgt-412-employee-benefits/>

given to citizens who have established their medical care exchanges. The concern, in this case, is the millions of Americans would lose medical cover if they lose the right to the subsidies.

References

Baker, T., & Simon, J. (2002). Embracing risk. Chicago: University of Chicago Press.

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