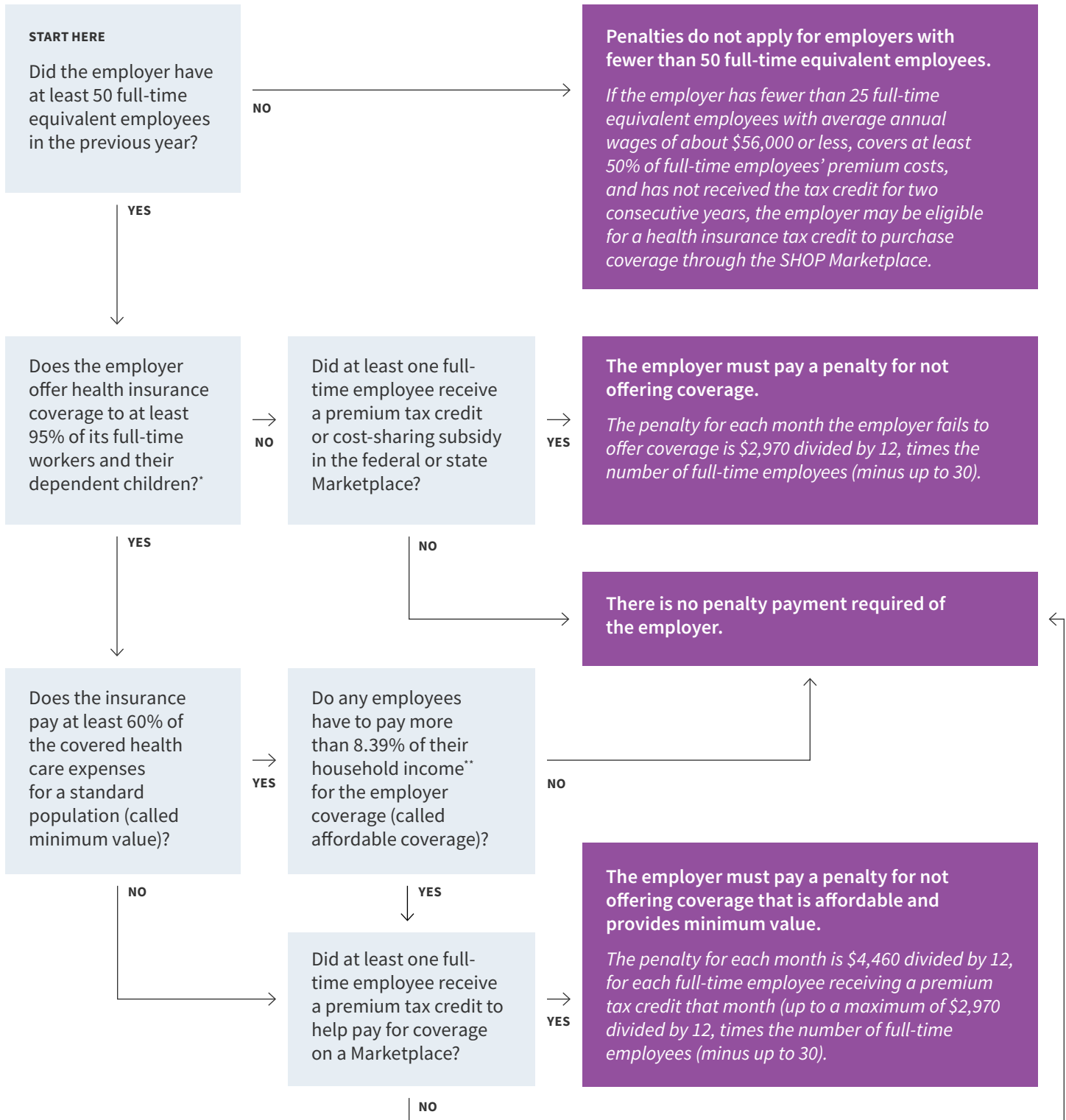


# Penalties for Employers Not Offering Coverage Under the Affordable Care Act During 2024

Updated as of January 1, 2024



\* A dependent child is defined as a child of an employee who is under the age of 26. Employers do not face a penalty under the Affordable Care Act if they do not offer coverage to the spouse of a full-time employee.  
 \*\* For more information on the affordability threshold please see: [kff.org/family-glitch-fix](https://kff.org/family-glitch-fix)

