

## Employer-Sponsored Health Care Coverage Reporting

Assembly Bill (AB) 1418 (Chapter 398, Statutes of 2025) expands the Department of Health Care Access and Information’s (HCAI) existing Annual Utilization Report requirements for hospitals, long-term care facilities, primary care clinics, specialty clinics, home health agencies, and hospices. The bill broadens the scope of data that California health care facilities must report to HCAI, which HCAI subsequently publishes on its website to enhance public transparency.

AB 1418 increases HCAI’s data-collection responsibilities by requiring annual reporting and public disclosure of employer-sponsored health coverage waiting periods. Licensed health facilities—including clinics, hospitals, long-term care facilities, home health agencies, and hospices—must report whether waiting periods for their employee health coverage exist and, if so, the length of those waiting periods. Facilities shall submit this information using standardized date ranges and, where applicable, be categorized by employee classification. These data will be critical for identifying disparities in health care coverage across California’s health care workforce and support future policy efforts aimed at improving timely access to health coverage.

Beginning January 1, 2027, health facilities shall annually report employer-sponsored health coverage waiting periods to HCAI using forms provided by HCAI, starting with data from calendar year 2026. Expanded Annual Utilization Reports are due **February 16, 2027**, for hospitals and long-term care facilities, and **March 15, 2027**, for primary care clinics, specialty clinics, home health agencies, and hospices.

Time Period	Period Program Activities
January 2026 to March 2026	<ul style="list-style-type: none"> <li>Initiate program planning for implementation of new reporting requirements.</li> <li>Research for new and updated reporting requirements.</li> </ul>
April 2026 to June 2026	<ul style="list-style-type: none"> <li>Review requirements for changes to current data infrastructure and related processes to collect new and updated data elements.</li> <li>Modify existing data infrastructure to collect new and updated data elements.</li> <li>Develop data validation protocols.</li> <li>Develop data submission resources and update existing report manuals and instructions.</li> </ul>

<p>July 2026 to September 2026</p>	<ul style="list-style-type: none"> <li>• Continue modification of existing data infrastructure to collect new and updated data elements.</li> <li>• Perform system User Acceptance Testing (UAT) to ensure data is captured as intended.</li> <li>• Conduct outreach and engagement activities with licensed facilities regarding new reporting requirements.</li> </ul>
<p>October 2026 to December 2026</p>	<ul style="list-style-type: none"> <li>• Continue performing system UAT to ensure data is captured as intended.</li> <li>• Complete modification of data infrastructure to collect new and updated data elements.</li> <li>• Perform outreach and assistance to data submitters to prepare for first year of data collection.</li> </ul>
<p>January 2027 to June 2027</p>	<ul style="list-style-type: none"> <li>• Collect and review submitted reports. Expanded reports for calendar year 2026 are due <b>February 16, 2027</b> for Hospitals and Long-term Care Facilities, and <b>March 15, 2027</b>, for Primary Care Clinics, Specialty Clinics, Home Health Agencies, and Hospices.</li> <li>• Provide technical assistance to report submitters.</li> <li>• Review data for completeness and consistency.</li> <li>• Ensure compliance with established validation checks for submitted data.</li> <li>• Conduct data quality reviews, which includes validations and error checks.</li> <li>• Publish preliminary datasets on the HCAI website.</li> </ul>
<p>July 2027 to December 2027</p>	<ul style="list-style-type: none"> <li>• Perform comprehensive data quality reviews, including validations and error checks.</li> <li>• Contact report preparers for corrections on improperly submitted reports and inaccurate data, ensuring compliance and data integrity.</li> <li>• Publish final datasets on the HCAI website.</li> <li>• Develop data products showcasing employer-sponsored health care coverage waiting periods.</li> </ul>
<p>Ongoing</p>	<ul style="list-style-type: none"> <li>• Continue to collect and publish reports based on the revised requirements.</li> <li>• Incorporate future validation upgrades or expansion based on stakeholder feedback.</li> </ul>

For more information, please contact [utilization@hcai.ca.gov](mailto:utilization@hcai.ca.gov).

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