

IN THE KNOW

Bulletins for Benefits & HR Professionals



July 23, 2021

No More Surprises? New Rule on Surprise Medical Bills

“The rule requires plans to treat certain services from out-of-network providers and facilities as in-network in applying cost-sharing, such as deductibles and co-insurance. Similarly, the rule forbids out-of-network providers from billing participants for amounts in excess of the participant's in-network cost-sharing responsibility, subject to the participant's ability to waive this protection in some situations.” [Full Article](#)

Bradley



Drug Pricing and Other Healthcare Policy Changes Targeted in Executive Order on Promoting Competition

“Initiatives described in the Executive Order include calls to combat 'excessive pricing,' to enhance domestic pharmaceutical supply chains, to reduce the cost of drugs to the Federal government, and to address 'price gouging'; additional actions to support the implementation of Canadian drug importation and to promote low-cost generics and biosimilars. A number of the proposals may be inconsistent with existing statutory and regulatory authority, with litigation likely to follow if these proposals are finalized and implemented.” [Full Article](#)

Sidley Austin LLP

In This Issue

Page 1

No More Surprises?
New Rule on Surprise
Medical Bills

Bradley

Drug Pricing and Other
Healthcare Policy Changes
Targeted in Executive Order
on Promoting Competition

Sidley Austin LLP

Page 2

Insurers Filings Suggest
COVID-19 Pandemic
Will Not Drive Health
Spending in 2022

Henry J. Kaiser Family Foundation

Mental Health Parity
Remains a DOL Priority:
MHPAEA Compliance in
Response to the CAA

Groom Law Group

Military Personnel in
a Civilian Workforce:
Frequently Asked
USERRA Questions

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Insurer Filings Suggest COVID-19 Pandemic Will Not Drive Health Spending in 2022

“This brief reviews initial 2022 premium rate filings for Marketplace-participating individual market insurers in 13 states and the District of Columbia. Most of these insurers expect health utilization patterns to return to pre-pandemic levels and therefore most are factoring in no additional costs or savings related to COVID-19 into their 2022 premiums. These insurers also tended to make similar assumptions about how COVID-19 would affect their group market costs.” [Full Article](#)

Henry J. Kaiser Family Foundation



Mental Health Parity Remains a DOL Priority: MHPAEA Compliance in Response to the CAA

“The DOL has already started to collect the nonquantitative treatment limitation (NQTL) analyses mandated by the Consolidated Appropriations Act and is already issuing findings letters based on their initial reviews. The level of detail demanded by regulators surrounding the evidentiary factors -- including numeric support for parity -- is very detailed, and has not typically been maintained by plans or issuers.” [Full Article](#)

Groom Law Group

Military Personnel in a Civilian Workforce: Frequently Asked USERRA Questions

“[1] Is an employer required to accommodate leave for military duty when an employee does not have orders? [2] Does an employee continue to accrue vacation leave while on military leave? [3] Is an employer required to accommodate leave for voluntary deployments? [4] May an employer permit an employee to continue working in a full- or part-time status while on military orders? [5] Does USERRA cover temporary employees?” [Full Article](#)

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