

IN THE KNOW

Bulletins for Benefits & HR Professionals



December 8, 2021

Federal Departments Shed Light on Upcoming Health Plan Disclosure Requirements

“A collection of federal agencies have announced that they will not start enforcing the reporting requirements until December 27, 2022. The interim final rules (IFR) states that the Departments plan to issue a form with instructions that will give more details for these new requirements. Further, the Departments have announced that they will be developing an internet portal for electronic reporting.”

[Full Article](#)

Fisher Phillips



Illinois Imposes Group Health Coverage Disclosure Requirements

“The Illinois Consumer Coverage Disclosure Act, which went into effect on August 27, 2021, requires an employer to notify employees in Illinois who are eligible for its group health plan whether such plan does or does not cover each of the essential health benefits identified by the Illinois DOL. Because this is a disclosure requirement and not a benefits mandate, the Illinois DOL maintains that this requirement also applies to self-funded group health plans regulated by ERISA.”

[Full Article](#)

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In the Years before the COVID-19 Pandemic, Nearly 13 Million Adults Delayed or Did Not Get Needed Prescription Drugs Because of Costs

“Nearly 13 million adults delayed or did not get needed prescription drugs in 2018 and 2019 because of the cost. Nearly all Medicare beneficiaries and more than 8 in 10 privately insured adults with unmet needs have been diagnosed with a chronic condition. More than one-quarter of adults with Medicare (25.4 percent) and 5.3 percent of privately insured adults spent more than 1 percent of their family incomes on their individual out-of-pocket prescription drug costs.”

[Full Article](#)

Urban Institute



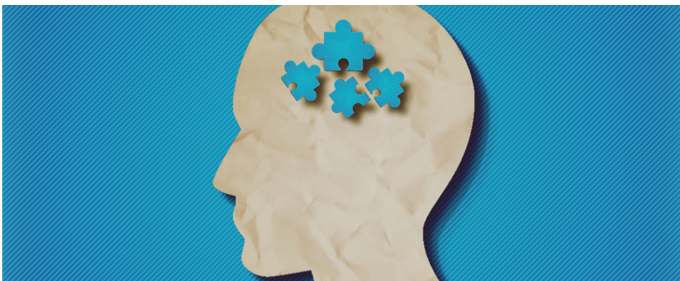
Centers for Medicare & Medicaid Barred From Enforcing Mandatory COVID-19 Vaccine Rule in 10 States

“A federal court has granted 10 states' request for a preliminary injunction precluding CMS from enforcing its COVID-19 vaccine mandate for healthcare workers in Alaska, Arkansas, Iowa, Kansas, Missouri, Nebraska, New Hampshire, North Dakota, South Dakota, and Wyoming. The court found that the plaintiff-states were likely to succeed in establishing that CMS' IFR is arbitrary or capricious under the Administrative Procedures Act.”

[Full Article](#)

Jackson Lewis P.C.

District Court Finds No Mental Health Parity Violation, Despite Offending Plan Provisions



“Although this case illustrates the uphill road faced by plan participants alleging MHPAEA violations, it also serves as a warning of the costly litigation expenses that a plan may face due to allegations of a parity violation — especially when the plan's coverage standards differ between medical/surgical and mental health benefits.”

[Full Article](#)

Thomson Reuters / EBIA

Employer Checklist for New Health Plan Price Transparency Rules and CAA

“Several provisions of the Consolidated Appropriations Act (CAA) of 2021 and related regulations, and the Transparency in Coverage Rule that will have a large impact on self-funded health plans are effective in January 2022, including requirements related to surprise billing. This checklist is designed to help employers with self-funded health plans be aware of the obligations imposed by these laws and the steps they may need to take to comply.”

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