

# Weekly Digest

• March 2, 2023 •

EMPLOYEE  
BENEFITS

## A Return to “Normal” - Actions for Benefit Plan Sponsors to Take Now to Prepare for the End of the COVID-19 Emergencies

“The following is a summary of the deadlines that will be impacted and the steps that plan sponsors and administrators should take to prepare.”

[Full Article](#)

*Hunton Andrews Kurth LLP*



## Proposed Universal Contraceptive Coverage in Response to Roe Reversal

“The individual contraceptive arrangement established by the proposed rule would not require any involvement on the part of an objecting entity. Rather, providers or facilities that furnish contraceptive services could be reimbursed by offsets to their liability user fee adjustment.” [Full Article](#)

*McDermott Will & Emery*

## In This Digest

### PAGE 1

#### A Return to “Normal” - Actions for Benefit Plan Sponsors to Take Now to Prepare for the End of the COVID-19 Emergencies

*By, Hunton Andrews Kurth LLP*

#### Proposed Universal Contraceptive Coverage in Response to Roe Reversal

*By, McDermott Will & Emery*

### PAGE 2

#### Fourth Circuit: In Suit for ERISA Plan Benefits, Court Cannot Equitably Toll Deadline to Convert Life Insurance Policy to Individual Coverage

*By, Roberts Disability Law*

#### CMS Delays Final Regulations Addressing Penalties for MSP Reporting Violations

*By, Thomson Reuters/EBIA*

#### DOL Continues Active ERISA Enforcement and Focus on Cybersecurity, Including Health and Welfare Plans

*By, Morgan Lewis*

#### What Employers Say About the Future of Employer-Sponsored Insurance

*By, The Commonwealth Fund*

## Fourth Circuit: In Suit for ERISA Plan Benefits, Court Cannot Equitably Toll Deadline to Convert Life Insurance Policy to Individual Coverage

"The court explained that under *CIGNA Corp. v. Amara*, ERISA Section 502(a)(1)(B) does not permit modifying an ERISA plan's terms to provide a workaround [of] its conversion deadline. The plan administrator did not abuse its discretion in deciding that the terms of the plan do not provide for equitable tolling." [Full Article](#)

*Roberts Disability Law*



## CMS Delays Final Regulations Addressing Penalties for MSP Reporting Violations

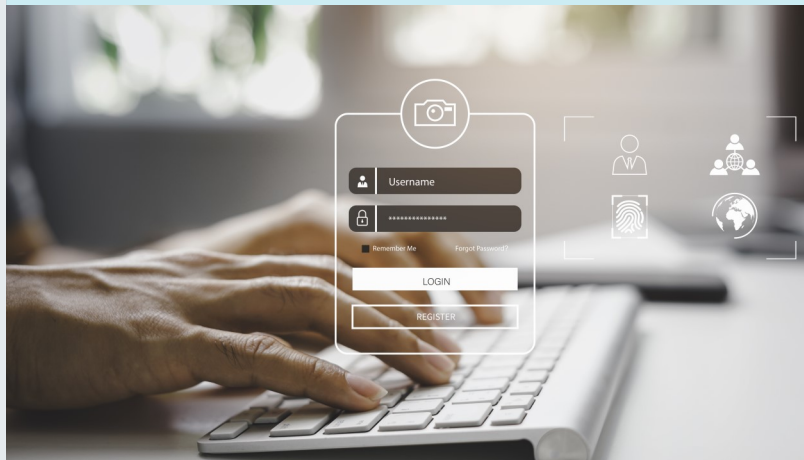
"CMS has extended by one year its deadline for publishing final regulations that would specify how and when it will impose civil money penalties for violations of the Medicare Secondary Payer (MSP) reporting requirements." [Full Article](#)

*Thomson Reuters/EBIA*

## DOL Continues Active ERISA Enforcement and Focus on Cybersecurity, Including Health and Welfare Plans

"The DOL has started including these cybersecurity questions and inquiries in health and welfare plan investigations. Plan sponsors of health and welfare plans should remember that compliance with HIPAA may not be enough — and the DOL's cybersecurity guidance must also be considered." [Full Article](#)

*Morgan Lewis*



## What Employers Say About the Future of Employer-Sponsored Insurance

"Employers often view themselves as paternalistic: they wish to make it easier for their workers to get affordable health coverage. They also do not want to relinquish control over health plans, viewing health benefits as a valuable recruitment and retention tool." [Full Article](#)

*The Commonwealth Fund*