

# Weekly Digest

• July 19, 2024 •

EMPLOYEE  
BENEFITS

## **Vacation, All I Ever Wanted – But Don't Forget Your July Compliance Deadlines**

"July 31 – PCORI Fee and Form 720 Due – For those organizations that sponsor a self-insured health plan, the deadline for the 2024 PCORI filing on IRS Form 720, with the accompanying fee, is July 31, 2024."

[Full Article](#)

*Holland & Hart LLP*



## **Open Season for Regulatory Challenges: Supreme Court Overturns Chevron Deference and Expands Opportunities to Attack Federal Rules**

"For heavily-regulated employee benefit plans and health insurance, the Loper Bright decision could have significant impacts both in terms of curbing agency flexibility, requiring Congressional action for the imposition of additional regulatory requirements, and creating uncertainty as finalized rules may face greater odds of being overturned." [Full Article](#)

*Groom Law Group*

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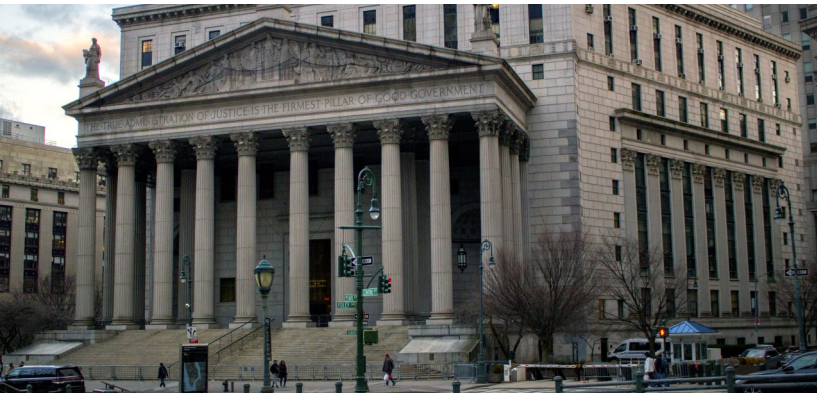
*By, Trucker Huss, APC*

## Notable Decisions of the 2024 U.S. Supreme Court Term Impacting Group Health Plans

"The Supreme Court overturned the doctrine of Chevron deference ... preserved access to the abortion drug mifepristone ... [and] reinstated the lower court ruling that temporarily allows hospitals in Idaho to perform emergency abortions to protect the life or health of the mother.... Cases to watch in the 2025 term: ... The Supreme Court will decide a circuit court split over whether former employees may sue their employers under the Americans with Disabilities Act (ADA) for discrimination in post-employment benefits.... [and] has agreed to hear a challenge to the Sixth Circuit decision upholding Tennessee's ban on gender-affirming care for minors."

[Full Article](#)

**Winston & Strawn LLP**



## IRS Issues FAQs on Educational Assistance Programs and Provides Sample Plan Document

"The IRS has issued FAQs addressing educational assistance programs and has provided a sample document that employers can use as a template for designing their own programs. As background, taxpayers may exclude from their gross income up to \$5,250 per calendar year of certain employer-provided educational assistance benefits, such as payments for tuition, fees, and similar expenses, if they are provided under a qualified educational assistance program."

[Full Article](#)

**Thomson Reuters / EBIA**

## Don't Forget About ERISA in Your Health Plan's Cybersecurity Efforts: Important Reminders for Plan Fiduciaries in the Wake of Healthcare Cyberattack

"If your company sponsors an ERISA-governed health plan, you should strongly consider adopting the DOL's Cybersecurity Program Best Practices to help mitigate cybersecurity risks and withstand any DOL scrutiny in the event of an attack. Since the DOL initially developed this guidance with retirement plans in mind, you may need to make adjustments to fit the specific needs of your health plan." [Full Article](#)

**Fisher & Phillips LLP**



## HHS Final Rule Amends HIPAA Privacy Rules Post-Dobbs

"HHS has created a new definition of 'reproductive health care' to help regulated entities determine whether a request for the use or disclosure of PHI includes the types of PHI implicated by the Final Rule." [Full Article](#)

**Trucker Huss, APC**