

Weekly Digest

• November 25, 2024 •

EMPLOYEE BENEFITS

2024 End-of-Year Plan Sponsor "To Do" List (Part 1) Health and Welfare

"Although we identify many action items below, in 2024 and 2025 we expect employers will focus their compliance efforts on: (1) updating fiduciary practices for health and welfare plans; (2) implementing cybersecurity best practices; (3) complying with and implementing the recently updated Mental Health Parity and Addiction Equity Act of 2008 ("MHPAEA") requirements; and (4) ensuring Health Insurance Portability and Accountability Act of 1996 ("HIPAA") compliance with the new reproductive health care rules."

[Full Article](#)

Snell & Wilmer, LLP



5 Ways Trump's Election Could Change Employee Benefits (PDF)

"[1] Tax cuts could affect benefits credits [2] End to fiduciary rule [3] ESG rule repeal [4] Preventive care policy shifts [5] Rollback of trans healthcare protections." [Full Article](#)

The Wagner Law Group, via Law360

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Final Rules Released: What They Mean for Mental Health and Substance Use Disorder Benefits

"Critics of these final rules have voiced concerns that the rules may actually limit access to mental health care or substance use disorder benefits if the group plans opt to drop the benefits entirely. The Departments have also faced criticism for issuing these final rules while not addressing healthcare workforce shortages." [Full Article](#)

JD Supra, LLC



Benefit Plan Deadlines Extended for Individuals Affected by Recent Natural Disasters

"Pursuant to the Joint Notice, benefit plans subject to ERISA or the Internal Revenue Code are required to disregard a defined "Relief Period" when determining certain plan deadlines applicable to participants, beneficiaries, COBRA qualified beneficiaries and claimants affected by the disasters. Below we answer questions related to the scope of the relief, and offer recommendations for plan sponsors and administrators regarding implementation of the deadline extensions." [Full Article](#)

Proskauer Rose, LLP

OCR Enforcement and Outreach Emphasizes HIPAA Security Compliance

"Four new ransomware HIPAA enforcement actions highlight compliance concerns beyond simply a cyberattack. Though compliance investigations may take time, HIPAA-regulated entities can glean lessons from prior enforcement and guidance to strengthen compliance programs. OCR's new Risk Analysis Initiative and updated Security Risk Assessment Tool emphasize the importance of a compliant HIPAA security risk analysis." [Full Article](#)

Nixon Peabody International, LLC



The IRS Issues Two Notices Regarding Preventive Care and Medical Care

"The safe harbor list in Notice 2004-23 only included mammograms and no other types of breast cancer screenings. So, Notice 2024-75 adds other types of breast cancer screenings to that list. Note that this only includes screenings and not mammograms, MRIs, or ultrasounds if someone has already been diagnosed with breast cancer." [Full Article](#)

Groom Law Group