

Laws Covered

Compliance dashboard provides information, tools and resources on complying with the various federal laws that govern health & welfare benefits. Compliance with these laws is most often the responsibility of the plan sponsor. Violations and/or failure to comply can result in penalties or lawsuits.

Public Health Service Act

- » Administration, Reporting and Disclosure Requirements
- » Consolidated Omnibus Reconciliation Act (COBRA)
- » Health Insurance Portability and Accountability Act (HIPAA)
- » Portability Provisions
- » Privacy Provision
- » Newborns and Mothers' Health Protection Act (NMHPA) (exemptions apply)
- » Women's Health and Cancer Rights Act (WHCRA) (exemptions apply)

Mandated Coverage Requirements

- » Eligibility
- » Mental Health Parity Act
- » National Medical Support Notice (NMSN)

Employment Laws Affecting Group Health Plans

- » Age Discrimination in Employment Act (ADEA)
- » Americans with Disabilities Act (ADA)
- » Family and Medical Leave Act (FMLA)
- » Genetic Information Nondiscrimination Act (GINA)
- » Pregnancy Discrimination Act (PDA)
- » Title VII of the Civil Rights Act
- » Uniformed Services Employment and Reemployment Act (USERRA)

Health Care Reform

- » Patient Protection and Affordable Care Act
- » Health Care and Education Reconciliation Act

Other Federal Laws

- » American Recovery and Reinvestment Act of 2009
- » Children's Health Insurance Reauthorization Act of 2009
- » Heroes Earnings Assistance and Relief Tax (HEART) Act
- » Medicare Part D
- » Medicare Secondary Payer (MSP)
- » Mental Health Parity and Addiction Equity Act
- » Michelle's Law
- » TRICARE
- » Working Families Tax Relief Act

Financial Accounting Standards Board

- (FASB) Requirements:
- » Statement 106
 - » Statement 112
 - » Statement 158

Compliance dashboard is NOT intended to provide guidance for federal government plans.