

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.

Employee Retirement and Income Security Act of 1974 (ERISA)

Part 1: Reporting and Disclosure

Part 4: Fiduciary Responsibilities

Part 5: Administration and Enforcement

Part 6: Continuation Coverage Consolidated Omnibus Reconciliation Act (COBRA)

Part 7: Group Health Plan Requirements

» Health Insurance Portability and Accountability Act (HIPAA)

» Newborns and Mothers' Health Protection Act (NMHPA)

» Women's Health & Cancer Rights Act (WHCRA)

Mandated Coverage Requirements

» Eligibility

» Mental Health Parity Act

» National Medical Support Notice (NMSN)

» Qualified Medical Child Support Order (QMCSO)

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.