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“It is not only what we do, but also what we do not do, for which we are accountable.”

- Moliere

A quarterly newsletter about employee benefits and current issues

Summer 2014

▶ HIPAA Business Associate Agreement Grace Period to End Shortly

The Health Information Technology for Economic and Clinical Health Act made a number of changes affecting "business associates" under the HIPAA privacy and security rules.

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▶ DOL Planned Revisions to FLSA White-Collar Exemption

The U.S. Department of Labor recently released its 2014 Regulatory Agenda, a non-binding statement regarding anticipated efforts to create and/or change regulations relating to exemptions under the Fair Labor Standards Act.

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▶ Significant ACA Questions Persist

The Patient Protection and Affordable Care Act survived a very real threat when the Supreme Court found that the federal government could enforce penalties against individuals who have not obtained health coverage.

[Read more](#)

▶ Employers Control Definition of the "Workweek" Under FLSA, Federal Court Rules

Some employers may have employees working on alternative work schedules which do not fit the pattern we think of as a typical "workweek."

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▶ Health Care Reform: Employers Should Prepare Now for 2015 to Avoid Penalties

Under the Patient Protection and Affordable Care Act, beginning in 2015, certain large employers who do not offer affordable health insurance that provides minimum value to their full-time employees may be subject to significant

▶ IRS Commences Section 409A Compliance Initiative Project

The IRS announced that it has begun a compliance initiative project to review and gauge whether selected employers are complying with the requirements of Section 409A of the Internal Revenue Code for their nonqualified deferred

penalties.
[Read more](#)

compensation arrangements.
[Read more](#)

 Getting Ready for 2015: How Government Contractors, Health Care Reform, and the Family Medical Leave Act Intersect

Open enrollment for the 2015 health plan year is just around the corner. To ensure that they are ready, government contractors should understand the intersection of the Service Contract Act with other federal laws.

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