



## Commonwealth Benefits Group

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### ▶ "USE-OR-LOSE" MODIFIED TO ALLOW CARRYOVER IN HEALTH FSA'S

Perhaps the most prominent feature (at least from employees' perspectives) of any cafeteria plan is the "use-or-lose" rule.

[Read more](#)

### ▶ EMPLOYERS DON'T HAVE TO GIVE MORE THAN ONE SHOT PER YEAR AT AVOIDING A TOBACCO SURCHARGE, ACCORDING TO DOL FAQ'S

The Departments of Labor, Treasury and Health and Human Services issued final regulations on June 3, 2013, that implement PHS Act section 2705, added by the Affordable Care Act (ACA), and existing provisions under ERISA and the Code.

[Read more](#)

### ▶ EMPLOYERS MUST POST OSHA 300A WORK-RELATED INJURIES AND ILLNESSES SUMMARY

Employers covered by the Occupational Safety and Health Administration's recordkeeping rule are required to prepare and post OSHA Form 300A, "Summary of Work-Related Injuries and Illnesses," by February 1 of each year, and keep the form posted until April 30.

[Read more](#)

### ▶ U.S. SURGEON GENERAL'S REPORT MAY SPUR MORE WELLNESS PROGRAM ACTIVITY

A U.S. Surgeon General's Report issued in January marks fifty years since the Surgeon General's landmark report in 1964 that set in motion a nationwide campaign to reduce and hopefully eliminate tobacco smoking in the United States.

[Read more](#)

### ▶ OFCCP'S REVISED SELF-IDENTIFICATION OF DISABILITY FORM APPROVED

Under revised Office of Federal Contract Compliance Programs regulations implementing Section 503 of the Rehabilitation Act of 1973, covering individuals with disabilities, employers with federal contracts must invite job applicants to self-identify their disabilities on a standard "Voluntary Self-Identification of Disability" form prescribed by the agency.

[Read more](#)

### ▶ FEDERAL BILL PROHIBITING CREDIT CHECKS ON EMPLOYEES, JOB APPLICANTS INTRODUCED IN SENATE

A proposal to prohibit employers from using consumer credit reports "for employment purposes" or for making adverse employment decisions has been introduced in the Senate.

[Read more](#)

