



“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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▶ **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.

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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 penalties.

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

Open enrollment for the 2015 health plan

▶ **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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▶ **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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▶ **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 compensation arrangements.

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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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