



## Commonwealth Benefits Group

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## Benefits and Employment Briefing

QUARTERLY NEWSLETTER

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### Top 5 Things Brokers and Their Clients Need to Know about HIPAA

The problem of data breaches is not going away, and in fact, it becomes more serious every year. In May 2017, the WannaCry ransomware attack infected 75,000 users in more than 99 countries. The 2015 data breach of insurance carrier Anthem affected 78.8 million people, or one in four Americans. Based on this growing threat, it's critical that brokers and their clients pay close attention to HIPAA.

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### Church-Affiliated Employers Have Big Win in the Supreme Court

The Supreme Court of the United States recently overturned three Circuit Court rulings and held unanimously that employee benefit plans established and maintained by church-affiliated organizations such as hospitals or schools qualify for the "church plan" exemption under the Employee Retirement Income Security Act (ERISA) regardless of whether the plan was established by a church.

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### Sexual Harassment in the Headlines: Why Does It Matter for the Average Employer?

Recent headlines involving high profile figures and terminations naturally increase employee awareness regarding sexual harassment in the workplace -- and a corresponding increase among employees regarding workplace rights. In this article, we offer seven steps to better

### New Guidance from Federal Agencies on Mental Health Parity and Addiction Equity Act

On June 16, 2017, the Department of Labor, Internal Revenue Service, and Department of Health and Human Services (collectively, "the Departments") released additional guidance under the Mental Health Parity and Addiction Equity Act (MHPAEA) to comply with changes

protect your business.

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to the law under the 21st Century Cures Act (Cures Act).

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## **It's Just Marijuana: Employers Nationwide Struggle with Increased Acceptance**

We've entered a new era of acceptance when it comes to the legally permitted use of marijuana. As of today, 28 states have legalized medical use of the drug, and eight states permit its recreational use. With over half of the states permitting some form of marijuana use, employers may be understandably confused about how this shifting stance will impact their businesses and current workplace drug testing programs.

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