



## A quarterly newsletter about benefits and employment trends



Summer 2020

### **Leave Sharing Programs and COVID-19**

An employer-sponsored leave-sharing program allows an employee to donate accrued hours of paid vacation, sick, or personal leave for the benefit of other employees who need to take more leave than they have available.

[Read more](#)

### **ACA Deadline Extension and Other ACA Updates**

For those gearing up for the 2020 ACA reporting season, the Internal Revenue Service (IRS) recently issued Notice 2020-76, which extends the due date for

### **Retirement Plans Now Have New Options for Electronically Distributing Notices**

The Department of Labor (DOL) has released new regulations providing an additional safe harbor for electronic disclosure of pension plan notices effective July 27, 2020.

[Read more](#)

### **The Impact of *Bostock* on Employer Sponsored Benefit Plans**

The U.S. Supreme Court's recent landmark ruling in *Bostock v. Clayton County* prohibits workplace discrimination based on an individual's sexual orientation or gender

employers and insurers to provide 2020 Forms 1095-C and 1095-B to individuals.

[Read more](#)

### **DOL Issues New FMLA Forms**

On July 16, 2020, the U.S. Department of Labor (DOL) released revised Family and Medical Leave Act (FMLA) forms for employers to use in their FMLA administration. Employers are not required to use the DOL forms, and may instead use their own versions, so long as the regulatory requirements are satisfied.

[Read more](#)

identity under Title VII of the Civil Rights Act of 1964 (Title VII).

[Read more](#)

### **2021 Updates to IRS Limits**

The chart below highlights the annual cost of living adjustments for certain limitations in the Internal Revenue Code that impact the maximum benefits and contributions to employee benefit plans. These limits are in effect beginning January 1, 2021, and the chart indicates whether the amount is increased from 2020. Employers will want to be sure and update their Summary Plan Descriptions and other materials highlighting the annual dollar limits.

[Read more](#)

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