

## THE ACA'S NEWEST NONDISCRIMINATION RULES AND HOW THEY APPLY TO GROUP HEALTH PLANS

The Patient Protection and Affordable Care Act (ACA) Section 1557 provides that individuals shall not be excluded from participation, denied the benefits of, or be subjected to discrimination under any health program or activity which receives federal financial assistance from the Department of Health and Human Services (HHS) on the basis of race, color, national origin, sex, age, or disability. The rules apply to any program administered by HHS or any health program, or activity administered by an entity established under Title I of the ACA. These applicable entities are "covered entities" and include a broad array of providers, employers, and facilities. State-based Marketplaces are also covered entities, as are Federally-Facilitated Marketplaces. Regulations implementing Section 1557 have raised a number of questions for group health plans and their sponsors.

This webinar will:

- Explain the background of Section 1557 and what it prohibits
- Discuss which employer group health plans are affected
- Outline when self-funded health plans are required to follow Section 1557
- Discuss whether the new rule requires group health plans to cover sex reassignment surgery or medications
- Discuss what "federal financial assistance" can mean
- Describe how a self-funded health plan's TPA could be obligated to report non-conforming health plans to the government
- Discuss a health plan's obligations in relation to the limited English proficiency rules
- Provide tips for benefit plan design

This 60-minute beginner to intermediate level webinar will help employers understand the rules regarding aggregated groups and how they can impact benefit plans.

### PRESENTER

**Lorie Maring is of Counsel in the Atlanta, Georgia office of Fisher Phillips.**

She focuses her practice on helping employers navigate Employee Retirement Income Security Act (ERISA) and other state and federal laws impacting the design, implementation, and ongoing compliance of their employee benefit plans and programs.

She regularly advises clients on the Affordable Care Act, health and welfare benefits, qualified plans, executive compensation, Multiple Employer Welfare Arrangements (MEWAs), and multiemployer plan issues.

**Starts:** Tuesday, September 13, 2016 at 2:00 p.m.

**Time Zone:** Eastern Daylight Time

**Cost Factor:** Originally \$149; Free access code can be obtained by contacting Kathy Colbert, Cowden Associates, Inc., Marketing and Communications Coordinator via email: [kathyc@cowdenassociates.com](mailto:kathyc@cowdenassociates.com), or by telephone: 412-208-0482