

OUTLINE FOR DOL-EBSA PRESENTATION

ERISA Part 7

Under Title 1 of the Employee Retirement Income Security Act (ERISA) the Department of Labor's Employee Benefits Security Administration (EBSA) is charged with assuring the responsible management of approximately 707,000 private-sector retirement plans, approximately 2.3 million health plans, and a similar number of other welfare benefit plans that provide benefits to approximately 141 million Americans. EBSA's mission is to assure the security of the retirement, health and other workplace related benefits of America's workers and their families. EBSA accomplishes its mission by developing effective regulations; assisting and educating workers, plan sponsors, fiduciaries and service providers; and vigorously enforcing the law.

The presenter will outline, in general and at length, the following laws under Part 7 of ERISA. An understanding of these laws will assist plan sponsors and those who advise plan sponsors in meeting the obligations incumbent upon those who sponsor health plans subject to Title I of ERISA with regard specifically to portability of health insurance, disclosure obligations, discrimination prohibitions, etc.

Health Insurance Portability & Accountability Act (HIPAA) portability requirements as they relate to:

- Plans required to comply & Excepted Benefits
- Special Enrollment Rights
- Children's Health Insurance Program Reauthorization Act of 2009 (CHIPRA)
- Nondiscrimination & Bona Fide Wellness Programs
- Genetic Information Nondiscrimination Act (GINA)
- Mental Health Parity & Addiction Equity Act (MHPAEA)
- Newborns' & Mothers' Health Protection Act (NMHPA)
- Women's Health & Cancer Rights Act (WHCRA)