




Human Resources Weekly Digest

2020 Drug Coupon Rule Dropped Due to Implementation Concerns

"Employer plans will still be able to exclude the value of drug manufacturer coupons from annual out-of-pocket maximums, even when no generic equivalent is available, under [new guidance](#) from the DOL, HHS and Department of Treasury. These exclusions, or copay accumulators, are built into many employer plans." [Full Article](#)

Ogletree Deakins



Congressional Efforts to Develop Surprise Medical Bill Legislation

"Legislators appear to agree that surprise billing should be prohibited even in instances where the patient received scheduled rather than emergency care, and therefore had greater opportunities to discover that a provider from whom they were to receive care was out-of-network. Despite this broad consensus, however, lawmakers disagree over the proper payment dispute resolution mechanism for non-contracted providers, leaving a legislative solution very much in-flux. At issue is a choice between three payment dispute resolution models." [Full Article](#)

Epstein Becker Green

In This Digest

2020 Drug Coupon Rule Dropped Due to Implementation Concerns

By, Ogletree Deakins

Page 1

Congressional Efforts to Develop Surprise Medical Bill Legislation

By, Epstein Becker Green

Page 1

What Employers Should Know About Individual Coverage HRA's

By, Thompson Coburn

Page 2

A Shift in Health Care Pricing Transparency

By, Jones Day

Page 2

The State of State Legislation Addressing Health Care Costs and Qualify

By, Health Affairs

Page 2

Court Awards \$41,000 in ERISA Penalties for Failure to Provide Plan Documents

By, Thompson Reuters Practical Law

Page 2

What Employers Should Know About Individual Coverage HRA's

"ICHRA's are an alternative to traditional group health plan coverage. Employers can offer different ICHRA coverage to different classes of employees. There is no dollar limit on an employer's annual contribution to an employee's ICHRA. An ICHRA can satisfy the Employer Mandate under the ACA. ICHRA must provide notice to employees describing the ICHRA and the interaction of the ICHRA and the ACA premium tax credit." [Full Article](#)

Thompson Coburn

A Shift in Health Care Pricing Transparency

"Proposed rules were published by CMS, which would require hospitals to make public via the internet a description of each item and service the hospital provides with all corresponding payer specific negotiated charges in both 'machine readable' and 'user friendly' formats. If adopted, the **proposed rules** will create significant compliance requirements for all hospitals, and impose civil monetary penalties for those found to be in noncompliance." [Full Article](#)

Jones Day

The State of State Legislation Addressing Health Care Costs & Quality

"Health care was a major topic in governors' 2019 state of the state addresses; governors highlighted the need for reform in behavioral health care, the importance of Medicaid expansion and reform, the desire to address high and rising provider and pharmaceutical costs, and issues related to the health care workforce. State laws might be grouped into five categories: price transparency, benefit design, provider payment, provider networks, and market power." [Full Article](#)

Health Affairs



Court Awards \$41,000 in ERISA Penalties for Failure to Provide Plan Documents

"The litigation arose after the plan administrator misappropriated participant contributions for corporate purposes and mishandled a beneficiary's claim involving a major surgery." [Full Article](#)

Thomson Reuters Practical Law