

Employee Health Plans

Our legal team is skilled in guiding clients on issues related to insured and self-funded group health plans and applicable federal and state laws and regulations. Our experience includes reviewing client plan documents to provide recommendations and best practices on the Affordable Care Act (ACA), HIPAA, COBRA coverage, Mental Health Parity and Addiction Equity Act (MHPAEA), Emergency Medical Treatment and Labor Act (EMTALA), Genetic Information Nondiscrimination Act (GINA), Fraud and Abuse Laws, data privacy, and other state and federal laws regarding employee medical and welfare benefit plans. We advise clients on changes in the law to ensure that their medical and welfare benefit plans remain in compliance with these applicable laws and regulations.

Our firm offers a wide variety of services designed to help clients navigate the complex regulatory, security, privacy, and transactional issues that come into play under HIPAA and the Health Information Technology for Economic and Clinical Health (HITECH) Act of 2009. This includes advising clients regarding standards and practices to guarantee HIPAA compliance, developing appropriate policies and procedures and business associate agreements, and reviewing group health plans, documents, and privacy notices to ensure that both patient and recipient rights are protected at every level. We regularly provide HIPAA training to clients and counsel clients on their duties and responsibilities in the event of a HIPAA breach.

We also counsel clients regarding the potential implication of federal and state fraud and abuse laws, including the federal Stark Law and Anti-Kickback Statute, state Anti-Solicitation Statutes, and similarly adopted state-specific statutes or regulations governing relationships in the healthcare industry.



Employee Benefits/ERISA & Compliance Leader

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Employee Benefits/ERISA & Compliance Areas of Practice

Employee Benefit Plan Design & Plan Correction Programs
Employee Stock Ownership Plans
Fiduciary Counsel
Investment Counsel
Public Sector Employee Benefits