

2020 Policy Changes & Resource Roundup

NEW LAWS

NEW FEDERAL
REGULATIONS AND
GUIDANCE

SPBA RESPONSE



The Families First Coronavirus
Response Act



The Coronavirus Aid, Relief and
Economic Security Act

These acts included emergency paid sick leave and emergency family and medical leave that employers implemented, among other health plan mandates.

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IRS, DOL Final Regulations Extending Timeframes for Employee Benefit Plans (e.g., COBRA election period, COBRA premium payments, time periods for filing claims and appeals) until after the end of the National Emergency

IRS Notice on COVID-19 Cafeteria Plan Election Flexibility

IRS Notice on Section 125 Cafeteria Plans - Modification of Permissive Carryover Rule for Health Flexible Spending Arrangements and Clarification Regarding Reimbursements of Premiums by Individual Coverage Health Reimbursement Arrangements (Increasing FSA Carryover)

Treasury, IRS, and DOL announce plan to implement coronavirus-related paid leave for workers and tax credits for small and midsize businesses to swiftly recover the cost of providing coronavirus-related leave.

IRS FAQs on Tax Credits for small and mid-size employers for the cost of providing paid sick and family leave wages to their employees for leave related to COVID-19

IRS, DOL, HHS issue
Coronavirus FAQs

IRS Notice - High
deductible health plans
and coronavirus costs

CMS FAQs on Essential
Health Benefit Coverage
and the Coronavirus

DOL Q&A: Families First
Coronavirus Response Act:
Questions & Answers

Essential Worker Definition
Guidance from US
Homeland Security

HHS: Notification of
Enforcement Discretion to
Allow Uses & Disclosures of
PHI relating to COVID-19 by
Business Associates

HHS: COVID-19 and
HIPAA Disclosures to Law
Enforcement Paramedics &
Other First Responders &
Public Health Authorities

HHS: Notification of
Enforcement Discretion
for Telehealth Remote
Communications During the
COVID-19 Nationwide Public
Health Emergency

EEOC Posts Numerous
FAQs on COVID-19
Regarding Testing and
Returning to Work

EEOC Provides
FAQs on ADEA and
Antidiscrimination issues on
COVID-19

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SPBA created the COVID Resource Center, providing dozens of articles and official source documents from the federal agencies to help members navigate the changes, as well as guidance from the States impacting Stop Loss insurance and plans.

[COVID-19 Frequent Questions from SPBA Members and SPBA Answers](#)

Webinars

[Webinar: Coronavirus: What Businesses and Plans Need to Know \(#2\)](#)

[Webinar: COVID-19 Impact on Employer Health Plans \(#3\)](#)

[Webinar - Delays and Interruptions: Navigating Furloughs, Stop Loss and Workers Compensation Issues](#)

[Recent Guidance on Extension of Certain Timeframes for Employee Benefit Plans-](#)

[Return to Work - Issues Employers & Employees Should Consider before Re-opening & Returning to Their Work Sites](#)

Discover more resources at spbatpa.org

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Society of Professional Benefit Administrators
ADVANCING SELF-FUNDED HEALTHCARE