

November 2020

Dependent Coverage Rules: Reminders for Employers

Many health plans provide coverage for employees' dependent children. Since 2010, the Affordable Care Act (ACA) has imposed strict requirements on plans that provide dependent coverage. These requirements prohibit restrictions that employers had frequently used to limit dependents' eligibility for coverage prior to 2010. [READ MORE](#)

Combating Eye Strain from Remote Work

Most adults are on digital media for about four to six hours each day. Even if you are a computer-bound worker, eye strain is preventable and mitigable. [READ MORE](#)

Early Data Shows that COVID-19 Vaccine is 90% Effective

Drug maker, Pfizer Inc. announced in a press release that early data from its COVID-19 vaccine trial indicates that the vaccine candidate has demonstrated high efficacy. The Phase 3 vaccine candidate's early results were found in an interim analysis by an independent data monitoring board to be more than 90% effective in preventing COVID-19 in participants without evidence of prior SARS-CoV-2 infection. [READ MORE](#)

Legal Update: Guidance on COVID-19 Vaccine Coverage Requirements

On Nov. 6, 2020, the Departments of Labor (DOL), Health and Human Services (HHS) and the Treasury (Departments) published an interim final rule requiring Medicare, Medicaid and private insurers to cover a COVID-19 vaccine without any cost sharing, once the Food and Drug Administration (FDA) authorizes and approves a vaccine. [READ MORE](#)

The Catch-Up Payment Provision for Overtime Exempt Employees

The U.S. Department of Labor's (DOL) final rule on defining and delimiting the exemptions for executive, administrative, professional, outside sales and computer employees (EAP employees) became effective Jan. 1, 2020. Among other things, the final rule updated the standard salary level employees must satisfy to qualify for an overtime exemption. [READ MORE](#)

Final Rule issues on Transparency in Coverage

On Oct. 29, 2020, the Departments of Labor (DOL), Health and Human Services (HHS) and the Treasury issued a final rule regarding transparency in coverage that imposes new transparency requirements on group health plans and health insurers in the individual and group markets. These provisions only apply to non-grandfathered coverage, including both insured and self-insured group health plan sponsors. [READ MORE](#)

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