

## Vizance Insight Series: January – March 2019

### Webinar Schedule

Join us for our Vizance Insight Series webinars when Beth Ward, Vizance's Compliance Attorney, will address several common issues affecting Employee Benefit plans. Beth will discuss the legal issues and practical concerns surrounding these topics and discuss strategies to help employers be compliant.

#### **FMLA Compliance Review & Update**

##### **Tuesday, January 15<sup>th</sup>, 1:30 – 2:30 pm**

January 1, 2019, begins a new 12-month period for FMLA leave for Wisconsin employees, so what better time to review the federal and state FMLA rules. In this session, we will discuss employers' compliance obligations, employees' rights and responsibilities, and the interplay between the federal FMLA and Wisconsin FMLA rules. We will review recent developments impacting FMLA leave, including new guidance issued by the Department of Labor and recent court decisions, and discuss best practices for compliance.

#### **New Rules for HRAs**

##### **Tuesday, February 12<sup>th</sup>, 1:30 – 2:30 pm**

The Department of Labor recently issued proposed regulations expanding the rules that would allow a Health Reimbursement Arrangement (HRA) to be integrated with individual coverage for purposes of the Affordable Care Act. How do the proposed rules impact employers and will they lead to a resurgence of stand-alone HRAs? In this session, we will review the basic principles of HRAs, discuss the role of HRAs in providing health coverage to employees, and the decline of HRAs following the passage of the Affordable Care Act. We will review the new Department of Labor regulations and discuss the potential impact of these new rules for employers, both large and small.



## INSIGHT SERIES

### Voluntary Benefits: Compliance Risks for the Unwary

**Tuesday, March 12<sup>th</sup>, 1:30 – 2:30 pm**

Supplemental or voluntary benefits have become an effective tool for employers in attracting and retaining employees. If not established and operated correctly, voluntary benefit plans can create compliance risks for the unwary employer. In this session, we will provide an overview of voluntary benefits. We will review the governing federal laws, rules and regulations, and discuss how the implementation and administration of a voluntary benefit plan can exempt the plan from the federal mandates or lead to compliance issues for the employer. Finally, we will discuss administrative practices and compliance strategies to limit the risk of potential liability.

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*To reserve your space, please send email to [register@vizance.com](mailto:register@vizance.com)*

*Webinar login information will be provided after registration.*