

## **Vizance Insight Series: 2020 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.

### **Reduction in Hours, Leaves of Absence, and Temporary Layoffs: Benefit Considerations Upon A Change in Employment Status**

**Tuesday, April 21<sup>st</sup>, 10:00 – 11:00 am**

A change in employment status due to a reduction in hours, leave of absence or a temporary layoff can also impact an employee's eligibility for benefits. In this session we will discuss the legal and practical issues following an employee's change in employment status. We will review the various state and federal laws that must be considered such as FMLA, COBRA, and the Affordable Care Act and discuss the rights of the employee and the obligations of the employer under each. We will also discuss recent developments including enforcement actions and court decisions under COBRA and FMLA, and discuss best practices for compliance.

### **Employee Benefits for Part-Time Employees and Independent Contractors**

**Tuesday, June 9<sup>th</sup>, 10:00 – 11:00 am**

The Affordable Care Act requires certain employers to offer health coverage to its full-time employees, but can an employer offer health coverage and other benefits to part-time employees? Can an employer offer "employee" benefits to an independent contractor? In this session we will discuss the legal issues and compliance considerations of extending employee benefit plans and programs to part-time employees and independent contractors.

## The Affordable Care Act 10 Years Later: A Compliance Guide for Employers

**Tuesday, August 11<sup>th</sup>, 10:00 – 11:00 am**

March 23, 2020 marked the 10<sup>th</sup> anniversary of the passage of the Affordable Care Act. In the last 10 years there have been dozens of legal challenges, hundreds of rules, and thousands of pages of regulations implementing, clarifying and, in some cases, negating provisions of the ACA. In this session we will discuss the key recurring compliance issues for employers, including determining status as an “applicable large employer” complying with the coverage mandates, reporting, and participant notices. We will also discuss recent developments such as the elimination of the “Cadillac” tax, reporting relief, and required changes to the SBC beginning in 2021.

## Common Ownership: Compliance Risks for Unwary Related Entities

**Tuesday, October 13<sup>th</sup>, 10:00 – 11:00 am**

Common ownership can impact whether an employer is a “large” employer for purposes of the Affordable Care Act, is subject to COBRA or state continuation, or must comply with FMLA, creating compliance risk for an unwary employer. In this session we will review the rules of common ownership and identify the key employee benefit plan issues arising from common ownership. We will discuss best practices for monitoring common ownership 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.*