



Upcoming Presentations

Rising Claims Under Employer Health Insurance Plans and State-Mandated Employee Benefit Programs

Please join our Haynes Benefits attorneys for the following two upcoming employee benefit programs:

Legal Considerations in Controlling High-Cost Medical Plan Claims

Total Rewards KC

Thursday, September 12th

Marsha Woodward and Bob West will be joined by Rory Akers from Lockton to present this program this coming Thursday.

The second part of the Total Rewards KC series on high-cost medical plan claims will focus on the legal issues to consider in addressing high-cost claims in group health plans. The presentation will review strategies that employers, health plans, insurers and consultants are considering with respect to controlling these costs, and the potential legal issues or claims that might be triggered in implementing such strategies. Join our legal panel of experts – Rory Akers (Lockton) and Marsha Woodward and Bob West (Haynes Benefits) as they discuss the impact of HIPAA non-discrimination and privacy rules, the Americans with Disabilities Act (and similar state non-discrimination laws), ERISA, FMLA and other statutes on these various strategies.

You do not need to be a Total Rewards member to register!

[Register Now!](#)

*The "State" of State-Mandated Employee Benefit Programs
What you need to know (and implement) for your local and remote workforce*

Employee Benefits Institute/University of Missouri Kansas City Law School
Tuesday, October 1st

Ted Mitchell, Marsha Woodward and Bob West are presenting this program October 1st.

Federal law (ERISA, ACA, and the ADA, to name a few) has long governed an employer's employee benefit plans, but States have now entered the employee benefits arena. What State rules might apply to your health, welfare, retirement and other employee benefit programs? What if you have a remote worker (or office) in New Jersey, Illinois, Colorado, or elsewhere -- must additional (or different) benefit offerings be provided to the employee under the requirements of that other State? Does ERISA preempt these state-required benefits?

Please join us as we help you navigate the various state-mandated benefits that you should consider, including required leaves of absence, paid leave and disability programs, mandated health benefits, IRA mandates and other benefit considerations. The program will also provide guidance regarding the coordination of company benefit policies and issues to consider in developing and revising those policies.

[Register Now!](#)



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