



# Complexities of Omnibus Rule HIPAA Compliance



# Hipaa Omnibus Rule Compliance Guide

**RD Boyd**



## **Hipaa Omnibus Rule Compliance Guide:**

**The HIPAA Omnibus Rule** Kate Borten, 2013 The HIPAA Omnibus Rule A Compliance Guide for Covered Entities and Business Associates Understand the HIPAA Omnibus Rule and what you must do to ensure compliance The HIPAA Omnibus Rule A Compliance Guide for Covered Entities and Business Associates explains in clear and concise language the recently published nearly 600 page rule and preamble that revises the HIPAA Privacy Security Breach Notification and Enforcement rules This easy to read guide describes the revisions and offers advice for complying with new requirements and standards Almost every covered entity and business associate will need to revise its policies and procedures because of the Omnibus Rule This book is your first step on the path to compliance Benefits Information is presented in a user friendly format that facilitates compliance with HIPAA Omnibus Rule requirements The author distills and summarizes the nearly 600 page Omnibus Rule and preamble published January 25 2013 in the Federal Register Specific examples clarify how when and to whom various provisions of the Omnibus Rule apply The online appendix provides instantaneous access to the electronic Code of Federal Regulations The Omnibus Rule Compliance Tracker in the online appendix facilitates compliance planning and management Chapter 1 Compliance Strategies Chapter 2 The Evolving Definition of PHI Genetic Information Long deceased Individuals Chapter 3 Business Associate Changes and Their Impact Expanded Definition of Business Associate New Business Associate Accountability and Liability Chapter 4 Business Associate Contracts and Data Use Agreements Business Associate Contracts and Other Arrangements Data Use Agreements Chapter 5 Enhanced Individual Rights PHI Disclosure Restrictions for Out of pocket Payments Individuals Requests for Copies of PHI Chapter 6 Greater Protection for PHI Marketing and PHI Sale of PHI Fundraising and PHI Underwriting and PHI Chapter 7 Facilitating PHI Use and Disclosure Research Authorization Decedents PHI Disclosed to Family and Others Immunization Status Disclosed to Schools Chapter 8 Identifying Breaches Presumption of Breach Revised Risk Assessment Exceptions Low risk Situations Breach of Limited Data Sets Chapter 9 Privacy Notice Impact Material Changes to the Privacy Notice Distribution of the Revised Privacy Notice Chapter 10 Enforcement Conclusion Appendix Business Associate Contract Sample Provisions HIPAA HITECH Act Administrative Simplification Penalties Law Finder Omnibus Rule Compliance Tracker **Mandated Benefits**

**Compliance Guide 2015** Balser Group, 2014-12-01 Mandated Benefits 2015 Compliance Guide is a comprehensive and practical reference manual covering key federal regulatory issues that must be addressed by human resources managers benefits specialists and company executives in all industries Mandated Benefits 2015 Compliance Guide includes in depth coverage of these and other major federal regulations Patient Protection and Affordable Care Act PPACA Health Information Technology for Economic and Clinical Health HITECH Act Mental Health Parity and Addiction Equity Act MHPAEA Genetic Information Nondiscrimination Act GINA Americans with Disabilities Act ADA Employee Retirement Income Security Act ERISA Health Insurance Portability and Accountability Act HIPAA Heroes Earnings Assistance and Relief Tax Act HEART Act

Consolidated Omnibus Budget Reconciliation Act COBRA Mandated Benefits 2015 Compliance Guide helps take the guesswork out of managing employee benefits and human resources by clearly and concisely describing the essential requirements and administrative processes necessary to comply with each regulation. It offers suggestions for protecting employers against the most common litigation threats and recommendations for handling various types of employee problems. Throughout the Guide are numerous exhibits, useful checklists and forms, and do's and don'ts. A list of HR audit questions at the beginning of each chapter serves as an aid in evaluating your company's level of regulatory compliance.

Mandated Benefits 2015 Compliance Guide has been updated to include:

- The Dodd-Frank Act creating an ethics training program and practices and trends.
- Information on payroll cards and Federal Insurance Contributions Act (FICA) tip credit.
- New regulations and guidelines for health care reform as mandated by the Patient Protection and Affordable Care Act (PPACA).
- Updated requirements for certificates of creditable coverage.
- Excepted benefits under the Health Insurance Portability and Accountability Act (HIPAA) and transaction standards.
- The revised model general and election notices as required under PPACA.
- Qualified Longevity Annuity Contracts and definition of spouse per the Supreme Court ruling in *United States v Windsor*.
- Updates to the Pension Benefit Guaranty Corporation's required premiums.
- The payment of long-term disability insurance by qualified retirement plans.
- PPACA's effect on health reimbursement arrangements.
- New information on the proposed 500 carryover of unused funds in health flexible spending arrangements (FSAs).
- PPACA's effect on health FSAs.
- New material on the effect of amendments to HIPAA's excepted benefit rules on Employee Assistance Programs.
- Revised information on providing employee benefits to legally married same-sex couples based on the Supreme Court's decision in *United States v Windsor*.
- The decision's effect on cafeteria plan mid-year election changes.
- New sections on no-fault attendance policies and pregnancy and the Americans with Disabilities Act.
- Information on the definition of spouse based on the Supreme Court ruling in *United States v Windsor*.
- New material on the proposed Equal Pay Report.

[Mandated Benefits 2019 Compliance Guide \(IL\)](#) Buckley, 2018-12-26

State by State Guide to Human Resources Law is the most comprehensive authoritative guide to the employment laws of the 50 states and the District of Columbia. It is designed to provide quick access to each state's laws on the expanding number of issues and concerns facing business executives and their advisors, the professionals in HR, compensation and employee benefits who work in multijurisdictional environments. This 1 guide to HR law in every state will help you to find accurate answers fast with our easy-to-use format and full citation to authority. Compare and contrast employment laws between states. Ensure full regulatory compliance and avoid legal entanglements. Get instant access to clear coverage of key topics including state health care reform initiatives, FMLA, same-sex unions, workers comp, and much more. And much more.

State by State Guide to Human Resources Law 2018 Edition has been updated to include:

- In-depth coverage of the Supreme Court's recent same-sex marriage decision and its implications for employment law.
- Discussion of three important Title VII cases involving pregnancy discrimination, religious discrimination, and the EEOC's

statutory conciliation obligation Analysis of private sector employment discrimination charges filed with the EEOC during FY 2014 including charge statistics with a breakdown by type of discrimination alleged Coverage of recent state and federal legislative efforts to prohibit employers from requiring employees and job applicants to disclose their passwords to social media and private e mail accounts as a condition of employment Discussion of the Supreme Court s recent PPACA decision and its effect on the federal and state health insurance exchanges Update on the Domestic Workers Bill of Rights now enacted in six states Coverage of the growing trend to raise state minimum wage rates and to increase penalties for violations of wage and hour laws Update on workplace violence prevention efforts and related issues Coverage of state laws requiring employers to provide pregnant workers with reasonable accommodations including longer or more frequent rest periods And much more Previous Edition State by State Guide to Human Resources Law 2018 Edition ISBN 9781454883722

**Mandated Benefits Compliance Guide** The Wagner Law Group,2021-12-10 Mandated Benefits 2022 Compliance Guide is a comprehensive and practical reference manual that covers key federal regulatory issues which must be addressed by human resources managers benefits specialists and company executives in all industries This comprehensive and practical guide clearly and concisely describes the essential requirements and administrative processes necessary to comply with employment and benefits related regulations **Mandated Benefits 2024 Compliance Guide** Wagner,2023 Mandated Benefits Compliance Guide 2016 W/ Cd The Balser Group,2016-01-04 Mandated Benefits 2016 Compliance Guide is a comprehensive and practical reference manual covering key federal regulatory issues that must be addressed by human resources managers benefits specialists and company executives in all industries This comprehensive and practical guide clearly and concisely describes the essential requirements and administrative processes necessary to comply with all benefits related regulations It covers key federal regulatory issues that must be addressed by human resources managers benefits specialists and company executives across all industries Mandated Benefits 2016 Compliance Guide includes in depth coverage of these and other major federal regulations Patient Protection and Affordable Care Act PPACA Health Information Technology for Economic and Clinical Health HITECH ActMental Health Parity and Addiction Equity Act MHPAEA Genetic Information Nondiscrimination Act GINA Americans with Disabilities Act ADA Employee Retirement Income Security Act ERISA Health Insurance Portability and Accountability Act HIPAA Heroes Earnings Assistance and Relief Tax Act HEART Act Consolidated Omnibus Budget Reconciliation Act COBRA Mandated Benefits 2016 Compliance Guide helps take the guesswork out of managing employee benefits and human resources by clearly and concisely describing the essential requirements and administrative processes necessary to comply with each regulation It offers suggestions for protecting employers against the most common litigation threats and recommendations for handling various types of employee problems Throughout the Guide are numerous exhibits useful checklists and forms and do s and don t s A list of HR audit questions at the beginning of each chapter serves as an aid in evaluating your company s level of regulatory compliance

Mandated Benefits 2016 Compliance Guide has been updated to include The latest trends in successful Ethics and Compliance Programs Information on the Department of Labor DOL proposed changes to the FLSA white collar exemptions The latest DOL guidelines on the determination of independent contractor status The new regulations and guidelines for health care reform as mandated by the Patient Protection and Affordable Care Act PPACA specifically updates and new information on Summary of Benefits and Coverage SBC limits on cost sharing the employer shared responsibility pay or play requirements information reporting Forms 1094 and 1095 SHOP the small group market of the health care marketplace and the so called Cadillac Tax the 40 percent excise tax on high cost health plans The major revisions to excepted benefits under the Health Insurance Portability and Accountability Act HIPAA including limited wraparound benefits EAPs non coordinated excepted benefits and supplemental excepted benefits The reinstated Trade Adjustment Assistance TAA Information on the proposed definition of fiduciary and the Supreme Court's first ever ruling on fiduciary standards Expanded information about joint employer relationships An expanded section describing the employment application process information about the status of the Deferred Action for Parents of Americans and Lawful Permanent Residents DAPA and proposed changes to E-Verify New material on proposed sex discrimination guidelines And much more

**Mandated Benefits 2017 Compliance Guide** The Balser Group, 2016-12-21 Mandated Benefits 2017 Compliance Guide is a comprehensive and practical reference manual covering key federal regulatory issues that must be addressed by human resources managers benefits specialists and company executives in all industries This comprehensive and practical guide clearly and concisely describes the essential requirements and administrative processes necessary to comply with all benefits related regulations It covers key federal regulatory issues that must be addressed by human resources managers benefits specialists and company executives across all industries Mandated Benefits 2017 Compliance Guide includes in depth coverage of these and other major federal regulations PPACA Patient Protection and Affordable Care Act HIPAA Health Insurance Portability and Accountability Act Wellness Programs ADA and GINA regulations FLSA final rule on white collar exemptions Mental Health Parity Act Executive Order 13706 Paid Sick Leave for Federal Contractors AAPs proposed and final rules Pay Transparency Act Mandated Benefits 2017 Compliance Guide helps take the guesswork out of managing employee benefits and human resources by clearly and concisely describing the essential requirements and administrative processes necessary to comply with each regulation It offers suggestions for protecting employers against the most common litigation threats and recommendations for handling various types of employee problems Throughout the Guide are numerous exhibits useful checklists and forms and do's and don'ts A list of HR audit questions at the beginning of each chapter serves as an aid in evaluating your company's level of regulatory compliance In addition Mandated Benefits 2017 Compliance Guide provides the latest information on Retirement Savings Plans and Pensions Pay Practices and Administration Life and Disability Insurance Family and Medical Leave Workplace Health and Safety Substance Abuse in the Workplace

Recordkeeping Work Life Balance Managing the Welfare Benefits Package And much more **Mandated Benefits 2020 Compliance Guide** Brustowicz, Delano, Gabor, Salkin, Wagner and Watson, 2019-12-23 Mandated Benefits 2020 Compliance Guide is a comprehensive and practical reference manual that covers key federal regulatory issues which must be addressed by human resources managers benefits specialists and company executives in all industries This comprehensive and practical guide clearly and concisely describes the essential requirements and administrative processes necessary to comply with employment and benefits related regulations Mandated Benefits 2020 Compliance Guide includes in depth coverage of these and other major federal regulations and developments HIPAA Health Insurance Portability and Accountability Act Wellness Programs ADA and GINA regulations Mental Health Parity Act as amended by the 21st Century Cures Act Reporting Requirements with the Equal Employment Opportunity Commission AAPs final rules Pay Transparency Act Mandated Benefits 2020 Compliance Guide helps take the guesswork out of managing employee benefits and human resources by clearly and concisely describing the essential requirements and administrative processes necessary to comply with each regulation It offers suggestions for protecting employers against the most common litigation threats and recommendations for handling various types of employee problems Throughout the Guide are numerous exhibits useful checklists and forms and do s and don t s A list of HR audit questions at the beginning of each chapter serves as an aid in evaluating your company s level of regulatory compliance In addition Mandated Benefits 2020 Compliance Guide provides the latest information on Family and Medical Leave Substance Abuse in the Workplace Workplace Health and Safety Recordkeeping and Documentation Integrating ADA FMLA Workers Compensation and Related Requirements Significant Developments at the EEOC Affirmative Action Plans Retirement Savings Plans and Pensions Pay Practices and Administration Health Life and Disability Insurance Managing the Welfare Benefits Package Human Resources Risk Management And much more Previous Edition Mandated Benefits 2019 Compliance Guide ISBN 9781543800449 [Emergency Department Compliance Manual, 2015 Edition](#) Rusty McNew, 2014-12-18 Nothing provided **Emergency Department Compliance Manual, 2016 Edition** Ginsberg, Martin, Kelley, 2016-03-18 Emergency Department Compliance Manual 2016 Edition provides everything you need to stay in compliance with complex emergency department regulations The list of questions helps you quickly locate specific guidance on difficult legal areas such as Complying with COBRA Dealing with psychiatric patients Negotiating consent requirements Obtaining reimbursement for ED services Avoiding employment law problems Emergency Department Compliance Manual also features first hand advice from staff members at hospitals that have recently navigated a Joint Commission survey and includes frank and detailed information Organized by topic it allows you to readily compare the experiences of different hospitals Because of the Joint Commission s hospital wide function based approach to evaluating compliance it s been difficult to know specifically what s expected of you in the ED Emergency Department Compliance Manual includes a concise grid outlining the most recent Joint Commission standards which will help you learn what

responsibilities you have for demonstrating compliance Plus Emergency Department Compliance Manual includes sample documentation that hospitals across the country have used to show compliance with legal requirements and Joint Commission standards Age related competencies Patient assessment policies and procedures Consent forms Advance directives Policies and protocols Roles and responsibilities of ED staff Quality improvement tools Conscious sedation policies and procedures Triage referral and discharge policies and procedures And much more Emergency Department Compliance Manual, 2018 Edition McNew, 2018-04-20 Emergency Department Compliance Manual provides everything you need to stay in compliance with complex emergency department regulations including such topics as legal compliance questions and answers find the legal answers you need in seconds Joint Commission survey questions and answers get inside guidance from colleagues who have been there hospital accreditation standard analysis learn about the latest Joint Commission standards as they apply to the emergency department and reference materials for emergency department compliance The Manual offers practical tools that will help you and your department comply with emergency department related laws regulations and accreditation standards Because of the Joint Commission's hospital wide function based approach to evaluating compliance it's difficult to know specifically what's expected of you in the ED Emergency Department Compliance Manual includes a concise grid outlining the most recent Joint Commission standards which will help you learn understand your compliance responsibilities Plus Emergency Department Compliance Manual includes sample documentation and forms that hospitals across the country have used to show compliance with legal requirements and Joint Commission standards Previous Edition Emergency Department Compliance Manual 2017 Edition ISBN 9781454886693

**Emergency Department Compliance Manual** Rusty McNew, 2017-06-14 Emergency Department Compliance Manual 2017 Edition provides everything you need to stay in compliance with complex emergency department regulations The list of questions helps you quickly locate specific guidance on difficult legal areas such as Complying with COBRA Dealing with psychiatric patients Negotiating consent requirements Obtaining reimbursement for ED services Avoiding employment law problems Emergency Department Compliance Manual also features first hand advice from staff members at hospitals that have recently navigated a Joint Commission survey and includes frank and detailed information Organized by topic it allows you to readily compare the experiences of different hospitals Because of the Joint Commission's hospital wide function based approach to evaluating compliance it's been difficult to know specifically what's expected of you in the ED Emergency Department Compliance Manual includes a concise grid outlining the most recent Joint Commission standards which will help you learn what responsibilities you have for demonstrating compliance Plus Emergency Department Compliance Manual includes sample documentation that hospitals across the country have used to show compliance with legal requirements and Joint Commission standards Age related competencies Patient assessment policies and procedures Consent forms Advance directives Policies and protocols Roles and responsibilities of ED staff Quality improvement tools Conscious sedation policies



and procedures Triage referral and discharge policies and procedures And much more *HIPAA Certification Training Official Guide: CHPSE, CHSE, CHPE* Supremus Group LLC,2014-05-26 **Ultimate Guide to CGRC Certification** Arun Kumar Chaudhary,2025-05-23 DESCRIPTION In today s interconnected world organizations face increasing challenges in managing the complex landscape of information security risk and compliance This book provides a practical framework for navigating these challenges enabling professionals to establish and maintain robust systems that protect sensitive data adhere to regulatory requirements and mitigate potential threats This book covers the core domains of CGRC beginning with foundational security principles governance structures and risk assessment including standards like NIST RMF and SP 800 53 This book offers a comprehensive analysis of GRC fundamentals such as risk management internal controls compliance corporate governance control selection implementation and enhancement and addressing frameworks like CIS Benchmarks and privacy regulations including GDPR and PDPA The book also contains sample questions case studies and real world examples to show the application of GRC concepts in different organizational settings Security professionals can make various pathways with regulatory requirements compliance standards sectors of industry and managed environments By learning the concepts and techniques in this book readers will develop the expertise to effectively manage security risk and compliance within their organizations They will be equipped to design implement and maintain GRC programs ensuring data integrity availability and confidentiality WHAT YOU WILL LEARN Implement governance frameworks and conduct risk assessment Select deploy document robust security controls and address GDPR Learn CIA triad NIST RMF SP 800 53 System Scope FIPS and HIPAA compliance Risk management risk assessment and risk response methodology Repair assessment audit scope and plan Track changes to the system and enforce compliance through change log incident response Learn compliance standards performance monitoring configurations items and maintenance WHO THIS BOOK IS FOR This guide is designed for both beginners and experienced risk professionals including GRC managers security analysts cybersecurity auditors and compliance officers CGRC is particularly well suited for information security and cybersecurity practitioners who manage risk in information systems TABLE OF CONTENTS 1 Introduction to Security and Privacy Principles 2 Governance Structure and Policy 3 Risk Assessment and Compliance Standards 4 Introduction to System Scope 5 System Categorization and Control 6 Introduction to Control Selection and Approval 7 Evaluating and Selecting Controls 8 Enhancing Security Controls 9 Introduction to Implementing Controls 10 Deploying Security and Privacy Controls 11 Documenting Security Controls 12 Introduction to Control Assessment and Audit 13 Conducting Assessment and Audit 14 Developing Report and Risk Response 15 Introduction to System Compliance 16 Determining System Risk Posture 17 Documenting System Compliance 18 Introduction to Compliance Maintenance 19 Monitoring Compliance 20 Optimizing Risk and Compliance 21 Practice Tests Official (ISC)2 Guide to the HCISPP CBK Steven Hernandez,2018-11-14 HealthCare Information Security and Privacy Practitioners HCISPPSM are the frontline defense for protecting patient information These

are the practitioners whose foundational knowledge and experience unite healthcare information security and privacy best practices and techniques under one credential to protect organizations and sensitive patient data against emerging threats and breaches The Official ISC 2 R Guide to the HCISPPSM CBK R is a comprehensive resource that provides an in depth look at the six domains of the HCISPP Common Body of Knowledge CBK This guide covers the diversity of the healthcare industry the types of technologies and information flows that require various levels of protection and the exchange of healthcare information within the industry including relevant regulatory compliance and legal requirements Numerous illustrated examples and tables are included that illustrate key concepts frameworks and real life scenarios Endorsed by the ISC 2 and compiled and reviewed by HCISPPs and ISC 2 members this book brings together a global and thorough perspective on healthcare information security and privacy Utilize this book as your fundamental study tool in preparation for the HCISPP certification exam

*Cyber Threats and Protection* Mr. Rohit Manglik, 2024-03-11 EduGorilla Publication is a trusted name in the education sector committed to empowering learners with high quality study materials and resources Specializing in competitive exams and academic support EduGorilla provides comprehensive and well structured content tailored to meet the needs of students across various streams and levels

*Fordney's Medical Insurance and Billing - E-Book* Linda M. Smith, 2024-08-07 Gain the skills you need to succeed in insurance coding and billing Fordney s Medical Insurance and Billing 17th Edition helps you master the insurance billing specialist s role and responsibilities in areas such as diagnostic coding procedural coding HCPCs coding medical documentation billing and collection Using clear explanations this book covers all types of insurance coverage commonly encountered in hospitals physicians offices and clinics Step by step guidelines lead you through the submission of electronic claims and paper claims as well as the job search and professional advancement Written by coding specialist and educator Linda M Smith this market leading text is a complete guide to becoming an efficient insurance billing specialist NEW HCPCs Coding chapter covers ambulance billing supply billing and certificates of medical necessity NEW Content on professionalism includes customer service conflict management diversity awareness leadership and other competencies to help you become an effective engaged and highly functioning employee NEW Additional content on medical decision making helps you select the appropriate evaluation and management codes under the current documentation guidelines NEW Additional examples of CMS claims include those from Blue Shield and Automobile Insurance NEW Updates to credentialing include those specific to Medicare Medicaid and Workers Compensation Coverage of medical documentation diagnostic coding and procedural coding provides you with the foundation and skills needed to work in a physician s office as well as ambulatory and inpatient settings Coverage of the role and responsibilities of the insurance billing specialist emphasizes advanced job opportunities and certification Chapter on HIPAA compliance as well as Compliance Alerts highlight important HIPAA compliance issues and the latest regulations Step by step procedures detail common responsibilities of the insurance billing specialist and coder Key terms and abbreviations are

defined and emphasized reinforcing your understanding of new concepts and terminology Color coded icons denote and clarify information rules and regulations for each type of payer Insights From The Field includes more interviews with experienced insurance billing specialists providing a snapshot of their career paths and offering advice to the new student Scenario boxes help you apply concepts to real world situations Quick Review sections summarize chapter content and also include review questions Student Software Challenge on the Evolve website allows you to practice filling out interactive CMS 1500 forms     Handbook of Home Health Care Administration Harris,2015-10 Professional reference for Nurses on Home Health Care     **Social Work in Health Settings** Judith L.M. McCoyd,Jessica Euna Lee,Toba Schwaber Kerson,2022-12-27 This fully revised and expanded fifth edition of Social Work in Health Settings Practice in Context maintains its use of the Practice in Context PiC decision making framework to explore a wide range of social work services in healthcare settings The PiC is updated in this edition to attend to social determinants of health and structural conditions The PiC framework is applied in over 30 case chapters to reflect varied health and social care settings with multiple populations Fully updated to reflect the landscape of healthcare provision in the US since the Affordable Care Act was reaffirmed in 2020 the cases are grounded by primer chapters to illustrate the necessary decisional and foundational skills for best practices in social work in health settings The cases cover micro through macro level work with individuals families groups and communities across the life course The PiC framework helps maintain focus on each of the practice decisions a social worker must make when working with a variety of clients including military veterans refugees LGBTQ clients The ideal textbook for social work in healthcare and clinical social work classes this thought provoking volume thoroughly integrates social work theory and practice and provides an excellent opportunity for understanding particular techniques and interventions     Mandated Benefits Balser Group,2013-12-17 Mandated Benefits 2014 Compliance Guide is a comprehensive and practical reference manual covering key federal regulatory issues that must be addressed by human resources managers benefits specialists and company executives in all industries Mandated Benefits 2014 Compliance Guide includes in depth coverage of these and other major federal regulations Patient Protection and Affordable Care Act PPACA Health Information Technology for Economic and Clinical Health HITECH Act Mental Health Parity and Addiction Equity Act MHPAEA Genetic Information Nondiscrimination Act GINA Americans with Disabilities Act ADA Employee Retirement Income Security Act ERISA Health Insurance Portability and Accountability Act HIPAA Heroes Earnings Assistance and Relief Tax Act HEART Act Consolidated Omnibus Budget Reconciliation Act COBRA Mandated Benefits 2014 Compliance Guide helps take the guesswork out of managing employee benefits and human resources by clearly and concisely describing the essential requirements and administrative processes necessary to comply with each regulation It offers suggestions for protecting employers against the most common litigation threats and recommendations for handling various types of employee problems Throughout the Guide are numerous exhibits useful checklists and forms and do s and don t s A list of HR audit questions at the beginning of

each chapter serves as an aid in evaluating your company's level of regulatory compliance. The Mandated Benefits 2014 Compliance Guide has been updated to include Updated best practices for organizing the human resources department. Information on Federal Insurance Contributions Act (FICA) and severance pay. New regulations and guidelines for health care reform as mandated by the Patient Protection and Affordable Care Act (PPACA). New information on de-identified protected health information (PHI) and the effect of the omnibus final rules on business associates and notification requirements in case of a breach of PHI. Information on the revised model election notice as required under PPACA. A completely revised section on the final rules implementing HIPAA's nondiscrimination requirements for wellness programs and updated information on providing employee benefits to legally married same-sex couples based on the Supreme Court's decision in *United States v. Windsor*. A new section on the ADA's direct threat provisions. Updated information on caregiver leave under military family leave and survey data regarding the FMLA's impact. Updated information on completing the newest Form I-9 and the E-Verify system. The OFCCP's final rules for developing and implementing AAPs for veterans and individuals with disabilities and new policy directive for compensation compliance evaluations. A new section on bring your own device to work and its impact on employee privacy. Information on the final rule revising the hazard communication standard and the requirements for safety data sheets which will replace material safety data sheets. New information on medical marijuana in the workplace.

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