



January 2022 Benefits Compliance Newsletter

Below you will find a variety of news, articles, and resources related to health care reform, employee benefits, and human resources.

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RECENT COMPLIANCE BULLETINS



Guidance Issue Expanding Coverage for COVID-19 Testing

On January 10, 2022, the Departments of Labor, Health and Human Services, and the Treasury (together, the “Departments”) issued FAQ Part 51 requiring group health plans to cover, without cost-sharing, over-the-counter (“OTC”) COVID-19 diagnostic tests obtained without the involvement of a health care provider. This provision is effective for OTC COVID-19 tests purchased on or after January 15, 2022, and continues for the duration of the Public Health Emergency (currently set to expire January 16, 2022 – however another 90-day extension is expected).

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Guidance Issued on Broker Compensation Disclosure

As reported earlier, beginning December 27, 2021, covered service providers (brokers and consultants) of ERISA-covered group health plans, regardless of size, must provide responsible plan fiduciaries information on direct and indirect compensation in writing.

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New PCOR Fee Announced

The IRS recently released Notice 2022-04, announcing the adjusted applicable dollar amount used to determine the PCOR fee for plan years ending on or after October 1, 2021 and before October 1, 2022. The PCOR filing deadline is August 1, 2022 for all self-funded medical plans and some HRAs for plan years (including short plan years) ending in 2021.

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OSHA's Emergency Temporary Standard: Guidance on Mandatory COVID-19 Vaccination/Testing

The 6th Circuit Court of Appeals allowed the Occupational Safety and Health Administration's Vaccination and Testing Emergency Temporary Standard to move forward by lifting an earlier court's stay that had put it on hold.

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Contact Me!

Schedule a quick meeting with me where we can discuss benefits compliance and any issues you are having relating to employee benefits.



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[SCHEDULE A MEETING](#)