

Workplace Wellness Programs Legal Parameters....?

- What is permissible under the ACA?
- Long road for Tri- Agencies to decide that...
- "Oh wait, what about me?" says the EEOC!

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Workplace Wellness Programs:

Permissible Incentives under ACA

- May vary premiums by 30% and up to 50% as provided by the Secretary (§2705)
- May not discriminate based on health factor, unless:
 - Favors individuals with adverse health status, or
 - Meets HIPAA wellness rules

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Regulatory Implementation

- Tri-Agency Rules Proposed November 26, 2012.
- Final Tri-Agency Regulations June 3, 2013
- Applicable for plan years after January 1, 2014

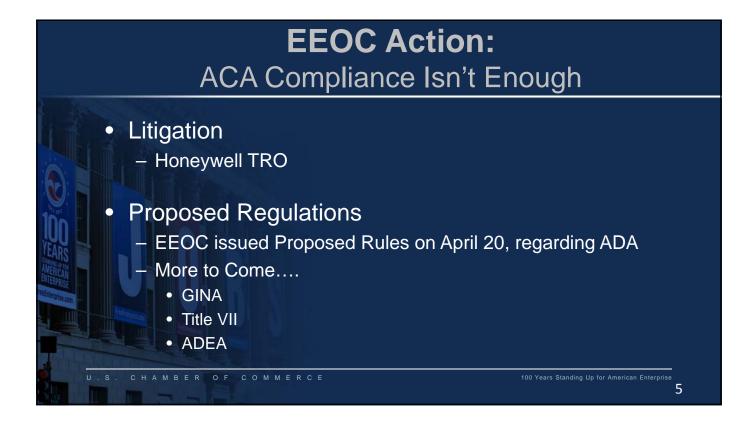
...clear?

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