



It Benefits You Your Employee Benefits Newsletter

January 2023

In This Issue:

- 2023 National Benefit Trends Survey
- Upcoming Compliance Deadlines
- Minding Your Social Health
- Compliance Q & A: COBRA and HRAs
- Sick Leave Laws by State and Locality
- McGriff Mineral Demonstration
- 2023 McGriff National Webinar Calendar
- Message from Your *It Benefits You* Newsletter Editor

McGriff's 2023 National Benefit Trends Survey – Coming This Month!

McGriff is planning our 3rd annual National Benefit Trends Survey, and we want to hear from you! This year, McGriff will dig deeper to learn more about the strategies organizations like yours are using to address the benefits challenges of the day. Some topics include: virtual care, mental health, leave benefits, recruitment and retention strategies, employee well-being, and more! Be on the lookout for an invitation from our national survey team to participate!

Welcome to the January 2023 Edition of *It Benefits You!*

We are excited to share the first *It Benefits You* publication of the year! The employee benefits landscape is more complex than ever before, and if past years are any indicator of what is to come, 2023 will bring legislation and compliance changes that require our attention as well as emerging employee benefits trends that may impact your health and welfare strategy.

Each and every month, *It Benefits You* highlights timely deadlines, provides clarity to common employee benefits questions, and brings you updates on pertinent topics. For example, what are the most expensive drug therapies? What program pitfalls should you avoid to maximize the success of your Wellness program? What are the key benefit trends your competitors are focused on, and how are they addressing them?

It Benefits You also provides information to access webinars that provide a 'deeper dive' into a number of benefits topics and provides helpful tips to maximize the value of the many tools and resources available to you, as a McGriff Employee Benefits client.

We look forward to delivering this publication to you on a monthly basis and to partnering with you in the year ahead. Most importantly, thank you for the trust you put in us - we will work each and every day to exceed your expectations!



Jon Trevisan

McGriff Employee Benefits, National Director



Upcoming Compliance Deadlines

January



Consumer Price Comparison Tool

Beginning on January 1, 2023, employer plan sponsors are required to make available an internet-based, self-service participant cost-sharing tool, providing personalized, out-of-pocket (OOP) cost estimates for specific health services. Most employers will rely on their carriers or TPAs to develop and maintain the price comparison tool and provide related disclosures in paper or over the phone upon request. However, employers should confirm that their carriers and TPAs are meeting this requirements and update agreements as necessary. See [Price Comparison Tool Required for 2023 Plan Years](#) for more information.

January



Form W-2 Reporting Cost of Employer-Sponsored Health Coverage

Under the ACA, employers who issued 250 or more W-2s in the prior calendar year are required to provide employees with the aggregate cost of employer-sponsored group health plan coverage on employees' Forms W-2. Currently the reporting is optional for employers who file fewer than 250 W-2 forms.

February



IRS Transmittal of Forms 1094-B / 1095-B and 1094-C / 1095-C

An Applicable Large Employer (ALE) must file Form 1094-C, as well as the 1095-C forms sent to all full-time employees with the IRS by February 28, 2023. A self-funded employer with under 50 full-time employees will file Form 1094-B. If an employer is filing 250 or more forms they are required to submit electronically by **March 31, 2023**.

March



IRS Forms 1095-B / 1095-C Due to Individuals

A self-funded employer (including level-funded) with less than 50 full-time employees is required to provide 1095-B individual statements to full-time employees covered under their group health plan; however, the IRS allows an employer to meet this obligation using an alternative manner of furnishing. The reporting entity must post a clear and conspicuous notice on its website stating that responsible individuals may receive a copy of their statement upon request.

An ALE must provide 1095-C individual statements to full-time employees with specific information relating to each employee's offer of coverage for every month during the 2022 year (1095-C form, Parts I and II). If an ALE is self-funded, it must also complete Part III of the 1095-C form reporting the months in which the employee and any dependents were covered under the plan.



Minding Your Social Health

Loneliness isn't just a sad affair; it can be an unhealthy one, too.

It doesn't matter if someone is excessively extroverted or fiercely introverted, all human beings have deeply rooted needs for social connection. The spectrum of quantity and frequency of these connections can vary, but we're all susceptible to feelings of isolation and loneliness when these social needs are not met.

Our social landscape has changed quickly in the past few years, which could be contributing to an increase in the number of people reporting a sense of ongoing loneliness and social disconnect. In addition to becoming more and more reliant on digital interactions, our culture tends to highly value self-reliance. Feelings of not being heard, validated, or understood by those close to you as well as your peers can create an insidious sense of isolation and depression that many people find difficult to pinpoint.

Social health is a complex and highly variable component to our well-being. We can make recommendations on which foods to eat, how much exercise you should be getting, and what types of preventive care you might need. But everyone's social barometer can skew a bit differently. There are also unique components to fulfilling your social needs – it's not just the deep emotional connections that we need, but also small, community interactions that allow us to feel part of a greater connection to others. For example, if you go to a fitness class, even if you don't interact with anyone directly, just being with like-minded people can promote a sense of social belonging. Speaking with people in line at a grocery store, on a bus, or elsewhere in public has been found to increase people's levels of happiness and connection. Although it can be uncomfortable (and sometimes unwanted) to engage with others in public, we don't realize how much we appreciate people around until we find ourselves with no one around.

The quality of social interactions is also important. No one is likely surprised that the growth of social media has negatively impacted our social health. What are some potential reasons for this? People might not be representing themselves authentically, which can lead to feelings of competition and comparison. Interactions often become argumentative and intensely heated, leading to combativeness with others or feeling attacked, bullied, and divided. Those polarizing exchanges can create stress and inner conflict without resolution.

People can feel not only misunderstood but lacking a sense of common ground with total strangers, friends, or even their Aunt Carol. Even positive social media interactions can seem superficial and a poor substitute for more in-depth interactions. Despite these issues, social media still can be a fun tool when used to keep up with friends and family from a distance, connect with similarly minded communities and peers, share life updates, and stifle any unwanted urge to attend your high school reunion.

Along with these broader interactions, we also have a need to connect and feel deeply known. Some people prefer to be in larger groups where they can talk and share feelings, while for others, having one-on-one interactions with a close friend is more fulfilling. The health of relationships is also an important factor. Feeling valued, and sharing mutual respect, trust, and compassion helps to build emotional safety. Relationships can begin to exert a negative impact when those foundations are absent or broken. Resources can be useful to help people learn how to evaluate different relationship dynamics, and to be able to recognize when and how to set boundaries or walk away from interactions and relationships that deteriorate emotional safety and self-worth or feel one-sided.

(continued on next page)

It is also important to note that people who are part of any marginalized groups, or who might be experiencing things such as domestic abuse, substance misuse, grief, chronic pain or illness, or who are neurodivergent are more susceptible to feelings of disconnection.

For the HR professional, contributing to a workplace that fosters inclusion, positive interactions, and respect can help to promote better employee social health. Providing access and reminders for resources such as Employee Assistance Programs (EAPs), community resources, and workplace social groups can provide more tools for engagement. While addressing social health is more complex and multi-factorial than other aspects of health, the workplace culture is uniquely poised to offer opportunities from within and through outside resources to help improve social and community connections.



Katie O'Neill, DC, BS
McGriff Clinical Wellness Practice Leader



This article was previously published in HR Professionals Magazine. For your free subscription, click [here](#).

Compliance Q&A: COBRA and HRAs

Q: We offer a Health Reimbursement Arrangement (HRA), is COBRA required?

A: An HRA is a group health plan subject to COBRA's continuation requirements. COBRA requires that coverage be continued for qualified beneficiaries upon the occurrence of certain qualifying events (QEs) such as termination of employment, reduction in hours (which results in a loss of eligibility for coverage), divorce or loss of dependent status. This means that you should keep in mind the following items:

- All standard COBRA notices are required, including the General (Initial) Notice, Election Notice, Notice of Early Termination and Notice of Unavailability.
- You have two options for determining the premium for the HRA plan. Technically an employer can charge up to 102% of the "Applicable Premium." The Applicable Premium is determined by either the "Past-Cost" method (utilization plus administrative fees) or the "Actuarial" method (must use for first time plans; requires an actuary or administrator to make a reasonable estimate of the cost of providing HRA coverage).

- When a Qualifying Event (QE) occurs, each qualified beneficiary who loses coverage has a separate and independent right under COBRA to continue HRA coverage. The coverage amount can vary based on level of coverage, whether claims were incurred prior to the QE and whether the HRA balance was exhausted prior to the QE.

COBRA compliance for HRAs can be complicated. It's important to work closely with your HRA and COBRA vendors to establish the appropriate COBRA rate and coverage amount and to ensure all required notices are being provided. Have more questions? The EB Compliance Team is here for you! Please reach out to your McGriff Advisor – they can help you engage with us to get your questions answered.



Stacey Stewart, JD, LLM in Taxation
McGriff EB Compliance Officer



Sick Leave by State and Locality – A Resolution for Compliance

Employers have always had to juggle overlapping federal laws with employee leave protections; however, leave laws are rapidly growing even more complicated as more states decide to mandate paid sick leave. With the new year beginning, now is the perfect time to make sick leave compliance your company's first resolution for 2023.

Mineral has created an excellent overview of current state and local sick leave laws and ordinances that affect private employers. It includes a high-level overview of mandatory paid leave laws that may be used for sick leave purposes, including eligibility rules, accrual amounts and usage requirements. This resource also includes helpful links to each jurisdiction's sick leave laws page that set out in more details things like documentation requirements, minimum use increments, pay rates, how exempt employees' sick leave is accrued, and much more.

Getting started on your sick leave compliance resolution is as simple as clicking [here](#)!

Do you want to learn more about how **Mineral** can help your company mitigate risk of numerous employer compliance concerns?

Through your McGriff relationship, you have access to **Mineral Live**, a team of HR experts standing by to answer your questions or provide advice on virtually every HR or compliance-related issue; **Mineral Comply**, an award-winning online resource center for all your workforce issues, including a Living Handbook Builder; and **Mineral Learn**, an incredible online training platform with more than 250 web-based courses for your employee training needs. Join us to learn about these exciting features and many more within your McGriff provided Mineral account!

McGriff Mineral Demonstration

January 17 | 2:00 pm ET

Click [here](#) to register!

Announcing the 2023 McGriff National Webinar Calendar!

McGriff is pleased to announce the release of the 2023 National Webinar Schedule. These educational training sessions were chosen based on the most relevant topics today for helping employers learn best practices, stay on top of regulatory compliance challenges and understand trends and market changes across the country. Please join McGriff experts and valued partners during 2023 as we partner with you to meet your evolving business needs. Click [here](#) for presenter information and full description of each program.

2023 Monthly Topics

January 19

COVID Update:
We're in it for
the Long Haul

[Register Here](#)

February 16

The Impact of Inflation
on the PC Insurance
Market

[Register Here](#)

March 20

Employee Benefits Road
Trip to Compliance – Your
Regular Pit Stop
for Employee Benefits
Hot Topics

[Register Here](#)

April 20

Cyber Liability:
Are You Prepared for
a Cyber Attack?

[Register Here](#)

May 25

2023 McGriff
National Benefit Trends
Survey Results

[Register Here](#)

June 15

Employee Benefits Road
Trip to Compliance –
Your Regular Pit Stop for
Employee Benefits
Hot Topics

[Register Here](#)

July 13

Timely Topics to
Consider on Consumer
Driven Health Benefits
and COBRA Benefits

[Register Here](#)

July 27

Trending Topics in
Retirement

[Register Here](#)

August 17

Proactive Safety
Metrics and
Accountability for
Establishing Safety
Excellence

[Register Here](#)

September 21

Employee Benefits Road
Trip to Compliance –
Your Regular Pit Stop for
Employee Benefits
Hot Topics

[Register Here](#)

October 19

Wellness Programs –
Looking Back /
Looking Forward

[Register Here](#)

November 16

The Impact of Diversity
and Inclusion on
Management Liability

[Register Here](#)





Message from Your IBY Editor—We'd Love to Hear from You!

Thanks for reading *It Benefits You!* We strive to bring you relevant and interesting content every month from our McGriff thought leaders, as well as our valued and trusted partners. Our internally authored articles come from our National Specialty Practice teammates - dedicated knowledge workers revolving around these core areas relating to your employee benefits program:

- HR Advisory
- Compliance
- Financial Analytics
- Clinical Wellness
- Ben Admin Technology
- Pharmacy Benefit Consulting
- Communications
- Flex Benefits
- Retirement Consulting

We'd love to hear your feedback! Are there certain topics that interest you? Would you like to hear more? Let us know! Send your comments and suggestions to laura.clayman@mcgriff.com!



Laura K. Clayman , JD, SHRM-CP

McGriff EB Compliance Officer
It Benefits You Editor

© 2023, McGriff Insurance Services, LLC. All rights reserved. McGriff Insurance Services, LLC, their affiliates and representatives do not offer legal, tax or medical advice. Please consult your legal, tax or medical professional regarding your individual circumstances. The information, analyses, opinions and/or recommendations contained herein relating to the impact or the potential impact of coronavirus/COVID-19 on insurance coverage or any insurance policy is not a legal opinion, warranty or guarantee, and should not be relied upon as such. This communication is intended for informational use only. As insurance agents or brokers, we do not have the authority to render legal advice or to make coverage decisions, and you should submit all claims to your insurance carrier for evaluation. Given the on-going and constantly changing situation with respect to the coronavirus/COVID-19 pandemic, this communication does not necessarily reflect the latest information regarding recently-enacted, pending or proposed legislation or guidance that could override, alter or otherwise affect existing insurance coverage. At your discretion, please consult with an attorney at your own expense for specific advice in this regard. McGriff Insurance Services, LLC. is a subsidiary of Truist Insurance Holdings, Inc.