

## Worksite Wellness Workshop Highlights Compliance Issues

Representatives from twenty-four companies and organizations attended the Worksite Wellness Workshop December 13 at the Center for Well-Being in Santa Rosa which focused on compliance issues.



Jennifer Chung, Esq, Vice President and Senior Compliance Officer at Woodruff Sawyer & Co., a provider of risk management, insurance, and employee benefit services was our featured presenter. Jennifer focused on employee wellness compliance and summarized the “alphabet soup” of applicable laws and rules that can apply to employee wellness programs, including the Health Insurance Portability and Accountability Act (HIPAA), Affordable Care Act (ACA), Americans with Disabilities Act (ADA), Genetic Information Nondiscrimination Act (GINA), Employee Retirement Income Security Act (ERISA), and Consolidated Omnibus Budget Reconciliation Act (COBRA).

The program distinguished the differences between participatory wellness programs and contingency wellness programs as classified under the Affordable Care Act. Participatory programs allow employers to offer rewards based on employees’ participation in classes or other activities, but can’t require workers to achieve a specific health goal to qualify for the reward. Contingency programs require satisfaction of a behavioral or health goal as the standard for receiving a reward. Health-contingent wellness programs generally have more regulations attached to them because they are considered “more intrusive,” according to Jennifer.



For a summary of requirements that apply to each type of plan, plus information about new requirements going into effect January 2017, you can view Jennifer’s presentation [HERE](#).