



Don't Overlook Looming Deadlines

With all the national attention being cast on major health care reform, it is easy to overlook already-enacted legislation with rapidly nearing effective dates. Most of this legislation was enacted in the past winter and spring, prior to the mania surrounding news reports and town halls discussing health care reform.

Nevertheless, these new acts are soon to become effective. While none of this prior legislation received the same level of public interest as the current debate, most will require major changes to your plan documents or administrative procedures in the next few months. We will provide a reminder of these acts, along with information on their respective effective dates, in a series of email alerts beginning Friday.

The topics in this series will be:

- Paul Wellstone and Pete Dominici Mental Health Parity and Addiction Equity Act of 2008 (Wellstone Act)
- Michelle's Law
- Heroes Earnings Assistance and Relief Tax Act (HEART Act)
- Genetic Information Nondiscrimination Act (GINA)
- Medicare, Medicaid and SCHIP Extension Act (MMSEA)
- Health Information Technology for Economic and Clinical Health Act (HITECH)

We hope these alerts will help you make sense of the alphabet soup.

Dated: October 6, 2009