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Happy February!

February 2021

Upcoming Webinars

Alera Group's [monthly webinars](#) are designed to bring you insights and resources from our national thought leaders and experts. You can register below!

On-Demand Webinar: COVID-19 Vaccines & More: Practical Guidance for Employers

Monday, January 25th

[View Recording](#)

HIPAA Privacy & Security Overview

Wednesday, February 10th @ 9 a.m. PST

[Register](#)

Annual Alera Employer Health Plan Benchmarking Results

Thursday, February 18th @ 11 a.m. PST

[Register](#)

HR Technology Trends: Review of BTR's 2020 HR Tech Survey

Wednesday, February 24th @ 9 a.m. PST

[Register](#)

How Advanced Strategies Address Rising Healthcare Costs

Thursday, March 18th @ 11 a.m. PST

[Register](#)

Compliance Update



FSA, DCAPS and COVID-19

At the end of 2020, Congress passed a second COVID-19 stimulus package – COVIDTRA and TCDTR, both part of the CAA, 2021. The President signed the bill into law on December 27, 2020. This package included regulatory relief for certain rules impacting health flexible spending accounts (FSA) or health FSAs and dependent care assistance plans (DCAPs), many of which were “underspent” at the end of 2020 because of the impact of COVID-19 on how Americans were able to access health care services and childcare services. Many childcare centers closed for most of or all of 2020, summer camps that provided childcare did not open, and many individuals chose to forgo elective or non-emergency healthcare procedures that they anticipated spending health FSA funds on.

[Download Our Guide](#)

EEOC Issues Notice of Proposed Rule Related to Wellness Programs

This alert is of interest to all employers that sponsor workplace wellness programs. Since 2019, employers faced uncertainty regarding the status of wellness program incentives under the ADA and GINA. On January 7, 2021, the EEOC issued a Notice of Proposed Rulemaking on Wellness Programs Under the ADA and GINA that addresses this issue. The proposed rules deviate somewhat from prior EEOC guidance and positions.

[Read the Full Alert](#)

In Case You Missed It...

Employee Benefits Landscape: 2020 Recap and 2021 Forecasts

View our kick-off 2021 educational webinar with guest expert, Cheryl Matochik, Managing Director of Third Horizons Strategies. In this hour-long, on-demand webinar, we analyze 2020 employee benefits milestones and impacts and also forecast anticipated 2021 benefits trends.

[View Recording](#)



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