



SOLUTIONS LAW PRESS

HR & BENEFITS UPDATE

Office of Civil Rights Proposes Changes To HIPAA Privacy, Security & Civil Sanctions Rules

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[Last Chance To Register for July 9 Virtual Briefing On Affordable Care Act Health Plan Guidance. Details here](#)

July 8, 2010

Start tightening your health information privacy and security practices! The U.S. Department of Health & Human Services Office for Civil Rights (OCR) today (July 8, 2010) made public its plans to modify its Health Insurance Portability and Accountability Act of 1996 (HIPAA) Privacy, Security, and Enforcement Rules in response to amendments enacted under the Health Information Technology for Economic and Clinical Health (HITECH) Act of 2009. Health plans, their sponsors, administrators, fiduciaries, insurers and service providers will need to respond to these rules, while also updating practices and procedures to comply with impending new health plan rules enacted in March as part of sweeping Health Care Reform legislation.

The more than 220 page [Notice of Proposed Rulemaking](#) (NPRM) proposes to revise the existing Standards for Privacy of Individually Identifiable Health Information (Privacy Rule); the Security Standards for the Protection of Electronic Protected Health Information (Security Rule); and the rules pertaining to Compliance and Investigations, Imposition of Civil Money Penalties, and Procedures for Hearings (Enforcement Rule) issued under HIPAA.

Stay tuned to Solutions Law Press for additional updates and a future briefing on these proposed changes and other developments affecting HIPAA and other health plan and human resources matters. In the meanwhile, if you need assistance evaluating the proposed changes or addressing other HIPAA matters, contact the author of this update, Cynthia Marcotte Stamer.

Register Now For July 9, 2010 Virtual Briefing On Affordable Care Act Health Plan Guidance

In recent weeks, the U.S. Departments of Health and Human Services, Labor and Treasury (the “Agencies”) jointly released an advanced copy of interim final rules (the “Rules”) implementing several key new health coverage mandates enacted as part of the Patient Protection and Affordable Care Act (“Affordable Care Act”). The guidance implements impending requirements of the Affordable Care Act scheduled effective for most plans beginning with the first plan year after September 22, 2010.

To assist concerned business leaders, plan fiduciaries and plan administrators to understand and cope with these new rules, Solutions Law Press author Cynthia Marcotte Stamer will host a teleconference briefing on these new regulations and other Affordable Care Act health plan guidance on July 9, 2010 from Noon. to 1:30 p.m. Central Time. To register or for other details, see [here](#).

[About Ms. Stamer](#)

Board Certified in Labor & Employment Law by the Texas Board of Legal Specialization, management attorney and consultant Ms. Stamer is nationally and internationally recognized for more than 23 years of work helping employer and other plan sponsors, insurers, administrators, fiduciaries, governments and others design, administer and defend innovative health and other employee benefit programs and other human resources, compensation and management policies and practices.

The author of numerous highly regarded publications on HIPAA and other related matters, Ms. Stamer works extensively with employer and other health plan sponsors, fiduciaries, administrative and other service providers, insurers, and other clients on health benefit program and product design, documentation, administration, compliance, risk management, and public policy matters. The publisher of Solutions Law Press, Ms. Stamer also publishes, conducts training and speaks extensively on these and related concerns for the ABA, the Bureau of National Affairs and many other organizations. Please join us for what promises to be a most interesting discussion.

The Chair of the American Bar Association (ABA) RPTE Employee Benefits & Other Compensation Committee, a Council Representative on the ABA Joint Committee on Employee Benefits, Government Affairs Committee Legislative Chair for the Dallas Human Resources Management Association, past Chair of the ABA Health Law Section Managed Care & Insurance Interest Group, and the editor and publisher of [Solutions Law Press HR & Benefits Update](#) and other Solutions Law Press Publications, Ms. Stamer also is recognized for her publications, industry leadership, workshops and presentations on these and other health industry and human resources concerns. She regularly speaks and conducts training for the ABA, Institute of Internal Auditors, Society for Professional Benefits Administrators, Southwest Benefits Association and many other organizations. Publishers of her many highly regarded writings on health industry and human resources matters include the Bureau of National Affairs, Aspen Publishers, ABA, AHLA, Aspen Publishers, Schneider Publications, Spencer Publications, World At Work, SHRM, HCCA, State Bar of Texas, Business Insurance, James Publishing and many others. You can review other highlights of Ms. Stamer's experience [here](#). Her insights on these and other matters appear in Managed Care Executive, Modern Health Care, the Wall Street Journal, the Dallas Business Journal, the Houston Business Journal, MDNews, Kentucky Physician, and many other national and local publications.

If you need help with human resources or other management, concerns, wish to ask about compliance, risk management or training, or need legal representation on other matters please contact Cynthia Marcotte Stamer [here](#) or (469)767-8872.

Other Resources

If you found this information of interest, you also may be interested in reviewing other recent Solutions Law Press updates including:

- [*Review & Strengthen Defensibility of Existing Worker Classification Practices In Light of Rising Congressional & Regulatory Scrutiny*](#)
- [**Key Guidance Issued About New Affordable Care Act Health Plan Requirements; Teleconference Briefing Planned July 9**](#)
- [**Registration Open For July 9 In "Affordable Care Act & Other Federal Health Plan Guidance Update"**](#)
- [**HHS, DOL & IRS Rules Define "Grandfathered" Group Health Plans & Health Insurance Coverage under the Patient Protection and Affordable Care Act**](#)
- [**Stamer Speaks On "Designing Legally Defensible Wellness Programs That Work Amid Changing Federal Regulations" On June 10 in Dallas**](#)
- [**New Rule Requires Federal Government Contractors To Post New "Employee Rights Under The National Labor" Poster**](#)
- [**Stamer Speaks June 9 On "Health Care Reform's Implications For Employers, Health Plans & Employee Benefits Practitioners" In Houston**](#)
- [**Defined Contribution Plans Investing In Publically Traded Employer Securities Face New Requirements**](#)
- [**CBO Raises Estimated Cost of Health Care Reforms As Employers, Health Plans Brace Costs Of Newly Effective & Impending Mandates**](#)
- [**Join Project COPE: Help Develop Real Tools To Meaningfully Empower Patients & Improve Health Care Access, Affordability & Quality**](#)
- [**Unemployment, COBRA Premium Subsidy Temporarily Extended As Congress Mulls Passing Longer Relief**](#)
- [**Agencies Invite Public To Share Input About Insurer Obligation To Report About Health Premium Use Under Health Care Reform Law**](#)

If you or someone else you know would like to receive future updates about developments on these and other concerns, please be sure that we have your current contact information – including your preferred e-mail – by creating or updating your profile [here](#) or e-mailing this information [here](#) or registering to receive our Solutions Law Press distributions [here](#). For important information about this communication click [here](#). If you do not wish to receive these updates in the future, send an e-mail with the word "Remove" in the Subject to [here](#).