



## BENEFIT NEWS BRIEFS

### ***DOL Webcast on Mental Health Parity Compliance Assistance Highlights Updated ERISA Compliance Checklist***

The Department of Labor (DOL) recently hosted a webcast on the *Mental Health Parity and Addiction Equity Act of 2008 (MHPAEA)*. The webcast highlighted the MHPAEA Section of the DOL's *Self-Compliance Tool for Part 7 of ERISA: HIPAA and Other Health Care-Related Provisions*, which is available online at: <http://www.dol.gov/ebsa/pdf/cagappa.pdf>. The webcast addressed questions 36-43 of the *Self-Compliance Tool for Part 7 of ERISA*.

The webcast is available for viewing on the DOL webcast archive page at: <http://mp163422.cdn.mediaplatform.com/163422/wc/mp/4000/15208/15213/16284/Archive/default.htm>.

The webcast's MHPAEA "toolkit" is available by "[clicking here](#)." The toolkit contains links to MHPAEA regulations, FAQs, fact sheets and other information about MHPAEA.

The webcast slides are available by "[clicking here](#)."

The webcast discussed compliance with the mental health parity requirements for:

- lifetime dollar limits on mental health/substance use disorder benefits
- annual dollar limits on mental health/substance use disorder benefits
- parity in financial requirements and quantitative treatment limitations
- coverage in all classifications
- provisions on cumulative financial requirements or cumulative quantitative treatment limitations, and
- parity within nonquantitative treatment limitations.

Other topics discussed included use of a higher, specialist financial requirement, such as a copay, on mental health/substance use disorder benefits and the mental health parity disclosure requirements.

Detailed information regarding the *MHPAEA* regulation is available in [Special Bulletin 2010-09](#).

The *Self-Compliance Tool for Part 7 of ERISA* is a good resource for self-compliance checkups with the requirements of *ERISA* Part 7 which include:

- the *HIPAA* Provisions;
  - Limits on Preexisting Condition Exclusions
  - Compliance with the Certificate of Creditable Coverage
  - Compliance with the Special Enrollment Provisions
  - Compliance with the *HIPAA* Nondiscrimination Provisions
  - Compliance with the Wellness Program Provisions
  - Compliance with the HMO Affiliation Period Provisions
  - Compliance with the MEWA or Multiemployer Plan Guaranteed Renewability Provisions
- the *Mental Health Parity Act (MHPA)* and *Mental Health Parity and Addiction Equity Act (MHPAEA)* Provisions;
- the *Newborns' Act* Provisions;
- the *WHCRA* Provisions;
- the *GINA* Provisions; and
- *Michelle's Law*.

Multiemployer health plan administrators and plan professionals should consider using these DOL resources as part of their ongoing self-compliance programs. Additional information and DOL compliance resources are available at: [http://www.dol.gov/ebsa/compliance\\_assistance.html#section2](http://www.dol.gov/ebsa/compliance_assistance.html#section2).

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