

June 23, 2025

Acrisure's Employer Compliance Updates, 6/23/25



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As We Turn Another Calendar Page

Federal and state compliance deadlines continue to stay forefront for employers, who also need to prepare for new state initiatives that go into effect on July 1, 2025. Now is a good time to review any administrative procedures and policies related to the new laws going into effect in just a few days.

Vermont Pay Transparency

Act 155 of 2024 requires covered Vermont employers to disclose in each job advertisement the compensation or range of compensation for the position. This goes into effect July 1, 2025.

Vermont Parental Family Leave

Act 32 of 2025 expands employee access to unpaid leave.



PCORI Fees

Employers with self-insured health insurance plans or fully-insured plans with HRAs have until July 31, 2025 to file and pay [PCORI](#) fees for the plan year that ended in 2024. If you haven't started gathering the information needed for reporting, now is a good time to start doing so.

In Case You Missed It

[H.482](#) was signed by Governor Scott on June 5 and took effect on passage. As **Act 49 of 2025**, it grants the Green Mountain Care Board (GMCB) the authority to adjust a hospital's reimbursement rates under certain circumstances – specifically if a domestic insurer is facing an “acute and immediate” solvency threat. Additionally, the law allows the GMCB to appoint independent observers to hospitals that misrepresent data or deviate from approved budgets.

[H.266](#) was signed by Governor Scott on June 11. As **Act 55 of 2025**, it will go into effect on January 1, 2026. This act relates to the 340B prescription drug pricing and sets a cap on specialty drugs that the hospitals could charge.

Mid-Year Check-In on Group Health Plan

Compliance



On July 17 from 2 PM to 3 PM, Acrisure will hold a [mid-year check-in on group health plan compliance](#). Open to all VLCT members, it will include the U.S. Department of Labor's policy on nonenforcement of certain Mental Health Parity rules, state legislation of pharmacy benefit managers (PBMs), updates on health plan coverage for gender affirming care, and highlights of relevant judicial decisions. This free webinar will also provide an overview of annual compliance obligations yet to come in the second half of the year. [Registration is required](#), so be sure to sign up in advance.

