January 13, 2026

Acrisure's Employer Compliance Reminders, 1/13/25

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Current as of: 11/18/2026

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Happy New Year from your Acrisure family! As we begin a fresh chapter, employer compliance obligations have also reset with the start of January.

Compliance Reminders

W2s

W2 forms are due to employees by ***Monday February 2, 2026*** for wages paid in 2025. The due date is normally January 31: however, as this due date falls on a weekend in 2026, the forms must be filed by the next business day, which is February 2, 2026.

Upcoming HIPAA Privacy Notice Changes Due February 16, 2026

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Upcoming changes to HIPAA regulations require covered entities and health plan sponsors to update their Notice of Privacy Practices (NPP(opens in a new tab)) to reflect new protections for substance use disorder (SUD) records. Although the reproductive health care provisions were vacated by a federal court decision in June 2025, the specific requirements related to SUD remain in effect.

These updates must clearly describe how SUD information may be used and disclosed, reinforcing privacy safeguards for individuals.

As with other government-required notices, a standardized form will be provided for use. Best practice is to use the supplied form to ensure all compliance elements are met. It is also recommended that the form be carefully reviewed to confirm that it is both clear and fully understood by the health plan administrator.

All required updates must be implemented no later than February 16, 2026.

Upcoming Training Reminder in 2026

On January 15 from 2 PM to 3 PM, Acrisure will host **"2026 Group Health Plan Compliance: Insights for the Year Ahead"**. This webinar is free of charge and open to all VLCT members.

Join us to learn about the most recent developments affecting group health plans and to gain practical insights into the new year. During this webinar, we'll review how changes in federal policy objectives are shaping coverage considerations, including overage for gender-affirming and reproductive healthcare; assess the current environment of state regulation of Pharmacy Benefit Managers (PBMs); highlight impactful judicial decisions; and provide reminders for recurring compliance obligations in the first half of the year.

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Registration(opens in a new tab) **is required**, so be sure to sign up in advance.

Save the Date

Acrisure's largest virtual Compliance Summit of the year is returning on February 24–26, 2026. As in past years, this event is free of charge and open to **all** VLCT members. Registration will be required, so be sure to sign up in advance. This is an event not to be missed and a valuable experience for all who attend.

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