February 10, 2026

Acrisure's Employer Compliance Reminders, 2/10/26

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Current as of: 11/18/2026

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February is already well underway, and it will be behind us before we know it. While this month has few compliance deadlines, it's a key time to prepare for the three deadlines that fall at the very start of March. It's also an ideal moment to take advantage of an exclusive opportunity – the HR Leaders Compliance Summit – where industry experts will dive into a range of topics focusing on HR and compliance.

Compliance Reminders

February 16: HIPAA Privacy Notice Changes – FINAL REMINDER

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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 of this notice, HHS (the U.S. Department of Health and Human Services) has not yet released an updated NPP. We recommend implementing the required changes based on the current instructions to ensure you meet the deadline. Once the updated model notice becomes available, you should revise and reissue your notice using that version.

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

March 1: Disclose to CMS ...

Disclosure to Centers for Medicare & Medicaid Services (CMS) on Creditable Coverage Prescription (Rx) Plans is due for calendar year plans**.** This is an annual reporting requirement for group health plans (GHP) that currently provide prescription drug coverage to Medicare Part D eligible individuals. The GHP must disclose to the CMS whether the coverage is creditable or non-creditable prescription drug coverage.

For additional information regarding the CMS Disclosure for Rx Plans, click here. (opens in a new tab)

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March 2: ACA Reporting

Section 6055 and 6056 (ACA) Reporting due **if filing MANUALLY**. This filing is only for employers with fewer than 10 returns. All other employers must file electronically (due date: March 31).

March 2: Form 1095-B or 1095-C Due to Employees

Applicable Large Employers (ALEs) must post a clear, conspicuous and reasonably accessible notice on their websites by March 2, 2026, stating that employees may receive a copy of their individual coverage statement (1095-B or 1095-C) upon request. This notice must remain posted through Oct. 15, 2026. In general, requests must be fulfilled within 30 days after the date of the request. Instead of posting the notice and providing Forms 1095-C upon request only, **ALEs may automatically furnish statements to employees by March 2, 2026**.

Current National Headlines in the News

With HR and employee benefits topics regularly in the news, staying current on what's really important can often be challenging. For the most current listing of those articles, see **this recent Weekly Digest**(opens in a new tab) (also attached below).

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Last Chance to Register for Upcoming Training Opportunity

Acrisure will be hosting the sixth annual **"HR Leaders Compliance Summit" (HRLCS 2026) 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.

Over the course of this virtual summit, you will hear from numerous subject matter experts that specialize in various HR-related disciplines covering topics ranging from labor & employment regulation updates, employee benefits trends, and human capital management best practices– which are all made infinitely more complex given today's unprecedented times. Each day is also pre-approved by SHRM/HRCI for continuing education (CE) credits.

To learn more and register, please **click here**(opens in a new tab).

Attachments

Weekly Digest: Human Resources Compliance in the News

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