March 06, 2026

Acrisure's Employer Compliance Reminders, 3/6/26

Copyright Vermont League of Cities and Towns
Current as of: 11/18/2026

Sponsored Content

As we continue to make our way through the calendar year, so do the compliance requirements. A few compliance reminders as we head into a busy month ahead.

Compliance Reminders

March 31: Forms 1094/1095 Filed with IRS

Applicable Large employers (ALEs) must file with the IRS the Forms 1095-C provided to employees along with a 1094-C transmittal form. Non-ALEs that sponsor a self-insured health plan must file with the IRS the Forms 1095-B provided to covered individuals along with a 1094-B transmittal form. The forms must be filed electronically.

Copyright Vermont League of Cities and Towns
Current as of: 11/18/2026

Upcoming Compliance Reminders

Although June may feel far away, it will be here before we know it — and carriers will soon begin preparing for the annual Prescription Drug Data Collection (RxDC) filing. Because the filing deadline is **June 1**, the data gathering process starts well in advance.

Most medical carriers will require employers to complete a brief data form so they can finalize the RxDC submission on your behalf. These forms typically request plan-specific details needed for accurate reporting.

To ensure timely submission, please complete and return any required carrier forms as soon as you receive them. Carriers cannot finalize the filing without your organization's direct response. This Acrisure Benefits Bulletin(opens in a new tab) explains a lot. If you have any questions about the RxDC filing process or are unsure what steps to take, please reach out to your Account Management Team.

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 **the February 24 Weekly Digest**(opens in a new tab) (also attached below).

In Case You Missed It

Copyright Vermont League of Cities and Towns
Current as of: 11/18/2026

In connection with the 33rd anniversary of the **Federal Family and Medical Leave Act (FMLA),** the U.S. Department of Labor has posted a series of short videos about the statute on its website(opens in a new tab). Viewing them is a great refresher for seasoned professionals or the newer members of the team.

Independent Contractors classifications are making a return. The U.S. Department of Labor (DOL) issued a Notice of Proposed Rulemaking (Feb. 26, 2026) that would rescind the 2024 independent contractor rule and restore a streamlined version of the 2021 "economic reality" test for determining whether a worker is an employee or an independent contractor under the Fair Labor Standards Act (FLSA).

The 60-day public comment period for the DOL's proposed rule ends on April 28, 2026. The department encourages all interested parties to submit comments on the proposed rule once it is published in the Federal Register. To learn more, **read this Legal Update**(opens in a new tab) (also attached below).

Upcoming Training Opportunity

Acrisure will be hosting **"Modern HR Challenges: Balancing Compliance, Compassion and Business Goals"**(opens in a new tab) on March 19 at 2 PM EDT. This event is part of Acrisure's continued education series and free of charge. Registration will be required, so be sure to sign up in advance.

In today's workplace, HR professionals face the complex task of aligning regulatory compliance with empathetic employee engagement – all while driving strategic business outcomes. This webinar will explore how to navigate these competing priorities, offering practical insights and real-world strategies to help HR leaders foster a compliant, compassionate, and performance-driven culture.

Copyright Vermont League of Cities and Towns
Current as of: 11/18/2026

Compliance Disclaimer:

This communication is for informational purposes only and should not be considered legal or tax advice. Employers should consult with legal counsel or other appropriate professionals regarding their specific compliance obligations.

Attachments

Benefits Bulletin: RxDC Reporting

Weekly Digest February 24, 2026: Human Resources Compliance in the News

Copyright Vermont League of Cities and Towns
Current as of: 11/18/2026