June 18, 2026

Acrisure's Employer Compliance Reminders, 6/19/26

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As summer reaches its peak and with July typically being a quieter time for compliance activities, we have a chance to relax before the hectic period of open enrollment begins. Before you head out for your summer vacation, make sure to mark off the following compliance tasks.

Upcoming Key Compliance Deadlines

The following compliance deadline is not due until the end of ***July***, however they task requires significant preparation and information collection. It is highly recommended to start gathering the necessary data to ensure timely compliance.

PCORI Fees: Employers of certain self-insured health plans are responsible for paying PCORI (Patient-Centered Outcomes Research Institute) fees annually. Fees for plan years that ended in 2025 are due ***July 31, 2026.***

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- PCORI fee for plan years ending between October 1, 2024, and before October 1, 2025, is **$3.47** per covered life.

- PCORI fee for plan years ending between October 1, 2025, and before October 1, 2026, is **$3.84** per covered life.

These fees are reported on IRS Form 720(opens in a new tab). Note: the most current Form 720 with the updated amounts has not yet been released yet. The IRS should be releasing the updated form soon, however that should not hold up the information gathering process. For additional information regarding PCORI, click here(opens in a new tab).

In Case You Missed It

The DOL recently released four new opinion letters focused on overtime exemptions, bonuses, and compensable time.

What is a DOL Opinion Letter?

This is the DOL's official written guidance explaining how federal labor laws apply to a specific set of facts. In other words, it's a real-world interpretation of how the law works in practice.

Employers can request one when guidance is unclear. The DOL responds with its analysis, which is then published for broader use.

Why Does an Opinion Letter Matter?

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Provides clear, practical direction on applying laws like FLSA, FMLA, and ERISA
Helps employers navigate complex compliance rules with greater confidence
May offer good faith protection from penalties when followed appropriately (be sure to consult with legal counsel if necessary)

A helpful reminder that these letters can serve as a valuable compliance roadmap – not just for the requester, but for the broader employer community.

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. See this Weekly Digest(opens in a new tab) for the most current listing of those articles.

Upcoming Training Opportunity Reminder

Acrisure will be hosting **"2026 Mid-Year Compliance Updates for Group Health Plans**" on July 16 at 2 PM ET. Join us for a mid-year checkup of key compliance developments impacting group health plans. We'll review timely updates involving fertility benefits, the evolving landscape of PBM (Pharmacy Benefit Manager) reform, considerations related to voluntary benefits, and highlights of relevant judicial decisions. We'll also provide an overview of annual compliance obligations yet to come in the second half of the year.

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This event is a part of Acrisure's continued education series and free of charge. Registration(opens in a new tab) is required so be sure to sign up in advance.

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

Comparison of 2027 and 2026 HSA Maximum and HDHP Minimum Amounts

Weekly Digest June 2, 2026

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