

# Weekly Digest

• February 24, 2026 •

EMPLOYEE  
BENEFITS

## **The Year of PBM Reform? Recent Legal Developments, Including a Proposed Transparency Rule for Self-Insured Group Health Plans**

"This Alert provides an overview of three key developments in the PBM reform landscape and offers a deeper analysis of ... the [DOL's] proposed rule, which is open for public comment until March 31, 2026." [Full Article](#)

*Ropes & Gray, LLP*



## **Employer FAQs on the Rise of GLP-1 Drugs for Weight Loss and the Workplace Impact**

"Are employer-sponsored health plans required to cover GLP-1s for weight loss? Do any state insurance laws mandate coverage of GLP-1 drugs for weight loss? How common is it for employer-sponsored plans to cover GLP-1 drug for weight loss? When such coverage is offered, is it common to impose conditions to qualify for it? May an employer-sponsored health plan offer indication-based coverage for GLP-1 medications? Are there alternative ways to support employees who seek weight loss medications?" [Full Article](#)

*Fisher & Phillips, LLP*

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## Are There Transparency Requirements for Provider Directories?

"A group health plan is required to establish a database on its public website that contains a list with directory information for each health care provider and facility with which it has a direct or indirect contractual relationship for furnishing items and services. A plan must establish a process to verify and update, at least once every 90 days, the information included in the website database." [Full Article](#)

*Thomson Reuters / EBIA*



## Inside the Black Box of Prescription Drug Pricing

"PBMs were established in the U.S. in the 1960s to help insurers and employers manage their prescription drug benefits. The Employee Retirement Security Act (ERISA) of 1974 further accelerated PBM growth by enabling large employers to utilize their services. Now, PBMs are massive conglomerates, often vertically integrated with health plans, insurers, group purchasing organizations, retail pharmacy chains, and so on. ERISA will be used once again – this time to introduce unprecedented transparency into the industry it helped create." [Full Article](#)

*RealClearMarkets, LLC*

## Updated Model HIPAA and Part 2 Notices Released, OCR Enforcement Authority Commences

"[M]any HIPAA covered entities must implement updates to align certain Part 2 regulations with the HIPAA Privacy Rule. Guidance is now available for Notice of Privacy Practices (NPP) updates. OCR's Part 2 enforcement authority becomes active on February 16, 2026, and OCR has opened its portal for Part 2 complaints. To the extent separate from their HIPAA NPP, SUD providers now have a model Part 2 Patient Notice from OCR." [Full Article](#)

*Nixon Peabody*



## Is Employer Coverage Affordable? How the States Stack Up

"Most people under age 65, about 167 million people, get their health insurance through an employer or a family member's employer. Employers pay on average around 70 percent of the cost of total premiums for family coverage. Family coverage premiums averaged \$24,540 in 2024, with employees contributing \$7,216 annually. The share of income spent on premium contributions and deductibles together for family coverage ranged from a high of 15.6 percent in Louisiana to a low of 5.7 percent in the District of Columbia." [Full Article](#)

*The Commonwealth Fund*