



# California and Federal Legislative & Regulatory Updates for Human Resources Professionals



**Wednesday, May 7, 2025**  
10 am – 12 noon Pacific



**Presenters: Dorothy Cociu and Marilyn Monahan**

### California Updates Include:

- Pay Transparency Act Filings
- Municipality Minimum Wage Increases & San Francisco Ordinances
- Bills Introduced into the Legislature
- Insurance Information & Privacy Protection Amendments
- AI Legislation Updates
- Mandated Benefits Bills Updates, Including Fertility Requirements

### Federal Updates Include:

- RxDC Reporting & HIOS Portal Demo
- Executive Order Updates
- Updates on Fiduciary Court Cases & Braidwood Decision
- ACA 1094/1095 Updates
- Corporate Transparency Updates
- Form 5500 Filing Update & Reminders
- PCORI Fees & Form 720 Reminders
- CAA Gag Clause Updates

This program has been pre-approved for 1 Hour HRCI California and 1 Hour of HRCI General recertification credit hours toward aPHR®, aPHRI™, PHR®, PHRca®, SPHR®, GPHR®, PHRI™ and SPHRI™ recertification through HR Certification Institute® (HRCI®).



No cost for ABC Group Benefits Clients or Broker Co-Op Members; All Others \$25

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## Program Course Descriptions/Summaries:

**Session One (Federal Updates): Course Summary:** In this course, the instructors will provide updates on recent developments from the Departments of Treasury, Labor, and Health and Human Services related to health and welfare benefits, as well as updates on new Executive Orders from the White House, updates of court cases related to ERISA Fiduciary responsibilities, an update on the Braidwood case and its impact on the ACA's preventive care mandate, and a discussion of the status of the Corporate Transparency Law. We will then provide an update on the upcoming CAA RxDC filing requirements for reference year 2024, provide an RxDC overview, and walk attendees through a CMS HIOS Portal Demo on the filing of RxDC submissions. The program will include a brief discussion on new and proposed updates to the HIPAA Privacy and Security Rules, including the HIPAA Reproductive Rights requirements effective December 23, 2024 and the proposed amendments to the HIPAA Security Rule. We will then provide reminders of upcoming deadlines, such as the Form 5500, PCORI fees, and the Form 720. The instructors will discuss the latest updates on ACA reporting (IRS Forms 1094/1095), as well as an update on the CAA Gag Clause Prohibitions & Attestations, as well as any additional federal updates relevant to Human Resources Professionals. **This program has been pre-approved for 1 hour of HRCI General Credit toward aPHR®, aPHRI™, PHR®, PHRca®, SPHR®, GPHR®, PHRI™ and SPHRI™ recertification through HR Certification Institute® (HRCI®).**

**Session Two (State Updates): Course Summary:** In this course, we will discuss the current status of passed and pending bills in California, and provide reminders of important Human Resources responsibilities and duties. The program will begin with a discussion of bills that were signed into law last year, but go into effect in July 2025 or later. This discussion will include a summary of those mandated benefit bills with delayed effective dates, such as mandatory coverage for fertility and infertility services. In addition to bills that have already passed the legislature, we will highlight newly introduced bills that are now pending in the legislature and that will impact group health plans and the insurance industry. These bills will include a discussion of pending mandated benefit bills, proposals to amend the Insurance Information and Privacy Protection Act, and related bills which impact the scope and administration of employee benefit plans. We will then turn to the workplace, and discuss new developments, upcoming deadlines, and bills of interest that are now making their way through the state legislature—including a discussion of various proposals relating to AI. As part of the discussion of the laws impacting the workplace, we will discuss Pay Transparency Act filings, including deadlines for filing, who needs to file pay data reports, and how commonly owned groups are affected, as well as what information needs to be reported. We will conclude with a brief discussion of upcoming developments at the municipal level, such as the July 1 minimum wage increases and any relevant updates on the San Francisco Ordinances impacting the workplace. Action items will be shared throughout. **This program has been pre-approved for 1 hour of HRCI California Credit toward aPHR®, aPHRI™, PHR®, PHRca®, SPHR®, GPHR®, PHRI™ and SPHRI™ recertification through HR Certification Institute® (HRCI®).**

# Speaker Mini-Bios

## **Marilyn Monahan, Esq, Monahan Law Office**

**Marilyn A. Monahan** is the owner of the Monahan Law Office in San Marcos. Marilyn focuses her law practice on advising employers and consultants on compliance with employee benefit and insurance laws, including ACA, ERISA, HIPAA, and COBRA. Her volunteer activities include serving as Secretary of the Employee Benefit Planning Association (EBPA). Marilyn has also served on the Board of Directors of the Professionals in Human Resources Association (PIHRA) (2008-2018). She has represented Advanced Benefit Consulting since its inception in 1995.

## **Dorothy M. Cociu, RHU, REBC, GBA, RPA, President, Advanced Benefit Consulting**

**Dorothy Cociu** is the President of Advanced Benefit Consulting & Insurance Services, Inc.. She is a leading compliance consultant in the areas of ERISA, HIPAA Privacy & Security, The Affordable Care Act, CAA, Transparency in Coverage and other federal laws and regulations. She is a published author, with a compliance manual ([The ABC's of HIPAA Compliance](#), published 2000, with updates), and over 95 articles published on the topics above, plus self-funding, cost containment, reference based pricing, and other employee benefits and compliance topics. Her firm specializes in large group employee benefits programs and benefits compliance.

Full Bios available at [www.advancedbenefitconsulting.com](http://www.advancedbenefitconsulting.com)

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