

# Compliance Webinar Series



August 4, 2020

Below is a link to the recording of our webinar from Tuesday and attached are the slides and the HRCI/SHRM approval form.

## [A New Normal? 2020 Open Enrollment Considerations](#)

Here is a breakdown of the discussion to listen to a specific section:

- 0:01:49 CDC COVID-19 guidance update
- 0:11:58 Open enrollment 2020
- 0:18:34 Plan changes due to COVID-19
- 0:25:07 Notices and disclosures
- 0:28:50 Cafeteria plans: Special midyear election change guidance
- 0:33:14 Cafeteria plans: Extended use of grace period funds
- 0:35:50 Cafeteria plan new guidance overview
- 0:37:51 ACA employee classifications overview
- 0:40:47 Full-time status determination methods overview
- 0:42:52 Employee classification & coverage determinations – measurement & stability periods
- 0:45:36 Furloughed employee treatment with the ACA employee classification
- 0:51:37 Newly hired full time employees and coverage determinations
- 0:56:10 ACA affordability & safe harbor methods
- 1:02:35 Return to work considerations - pregame for round 2

Below are links to information Maynard Cooper recommends for staying up to date with federal COVID-19 guidance:

[Most recent CDC recommendations for employers and businesses](#)

[OSHA's guidance for employers](#)

[CDC Recommended steps regarding staying at home and self isolation](#)

[CDC guidelines for ending self isolation for employees with COVID-19](#)

Our next compliance webinar is Tuesday, September 8<sup>th</sup> at 9:00 am MT.

Be Healthy! Body and mind.