


Are Your Group Health Plans HIPAA Compliant?

The deadline for "small" group health plans to comply with the privacy rules under the Health Insurance Portability and Accountability Act (HIPAA) was April 14, 2004.

Group health plans, whether insured or self-funded, including medical plans, dental plans, vision care plans, and health flexible spending accounts must comply with the HIPAA privacy rules. "Small health plans" are those that paid premiums or claims of \$5 million or less in their most recent plan year. The privacy rules affect any group health plan that uses medical or financial information that could identify an individual.

In order to be HIPAA compliant, you will need to do the following:

- designate a privacy official;
- provide workplace training on privacy policies;
- institute safeguards to protect health data;
- develop internal policies and procedures;
- ensure that individuals are not required to waive their rights as a condition of payment, enrollment or eligibility for benefits; and
- document certain compliance activity.

If you have not met your HIPAA compliance requirements and require additional information or guidance on the HIPAA privacy rules, please contact Sally A. Piefer, at (262) 754-1325 or sap@tsglaw.com. 

Annual Conference (continued from page 12)



the National Park Service. The City Tavern includes the Subscription Room, so-called because the magazines and newspapers to which the tavern subscribed were located there, the Bar Room where one could rent a room, order a meal or learn the latest news, the Coffee Room, and then several dining rooms. At the top of the stairs is the Long Room, with the original Long Room being used for elegant balls and celebrations, including the very first Fourth of July celebration in 1777. Both the National Park Service and the tavern's operating company have made every effort to re-create and maintain the City Tavern as it was during the American Revolution. Somehow, it seems fitting that the basic laws and ideals of this country undoubtedly discussed at the City Tavern and later established as part of the Declaration of Independence are still being preserved and practiced by a group of administrators from Wisconsin! Thanks, Betsy, for inspiring us in so many ways.

Pat Cameron,
Brennan, Steil & Basting, S.C.



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