

# The Paley Rothman Blog

Paley Rothman shares this library of resources with clients and friends of the firm to help them stay ahead of legal and business developments and trends. Here, you will find helpful tips and tools written by our employees.

## **WHAT THE CONTRACEPTION COVERAGE RULES AND OTHER ACA CHANGES MEAN FOR EMPLOYERS**

The Trump Administration's continued efforts to scale back the Affordable Care Act (ACA) has many employers confused about what's left and what their obligations are.

## **SUPREME COURT ROUNDUP: 2015-2016 UNDECIDED CASES**

Last week, we wrote to you about the 2015-2016 term cases that have been decided. Here is a preview of cases for private sector employers to watch, decisions for which are still pending.

## **KING V. BURWELL: SUPREME COURT UPHOLDS ACA SUBSIDIES IN FEDERAL EXCHANGE STATES**

On June 25, 2015, in the eagerly anticipated case of King v. Burwell, the Supreme Court (in a 6-3 vote) ruled in favor of the Obama Administration, upholding the IRS' authority to provide federal subsidies to individuals in states where the health insurance exchange is run by the federal government (rather than the state).

## **EEOC PROPOSES RULES ON WELLNESS PROGRAMS**

On April 16, 2015, the EEOC issued its long awaited, and much anticipated, proposed rules on wellness programs as they relate to the requirements and restrictions of the Americans with Disabilities Act (ADA). Once finalized, these rules will be the critical guide for employers on how they can sponsor a wellness program without running the risk of liability for violating the ADA.

## **D.C. ENACTS WORKPLACE PROTECTIONS FOR REPRODUCTIVE HEALTH DECISIONS**

On December 19, 2014, the District of Columbia City Council unanimously approved the Reproductive Health Non-Discrimination Amendment Act of 2014 (the "Act"). The bill, which is subject to the requirements of mayoral approval and congressional review, would expand the prohibition in the District of Columbia Human Rights Act ("DCHRA") against employment discrimination based on sex (i.e., gender) to also include "reproductive health decisions."