



## **EMPLOYMENT LAW UPDATES WEEK OF JUNE 28-JULY 2**

### **OSHA – Work-Related Injuries**

Employers with more than 10 employees, and those who are not otherwise exempt, may need to record injuries sustained at company sponsored picnics and events, as well as unpaid lunch breaks. An injury is to be considered “work related” if one or more employees are working or present at a location as a condition of employment. This means that work-relatedness does not take into consideration the nature of the activity the employee is engaged in, the degree of employer control over the employee’s activity, the preventability of the incident, or the concept of fault. Contact us for information on how to prevent such incidents and knowing when employers are required to report an injury.

### **Health Care Reform – Dependent Coverage**

On May 13, 2010, the Department of Health and Human Services issued interim final regulations regarding extended coverage for adult dependents. The Health Care Act requires group plans offering dependent coverage to comply with the new rules and cover adult children until age 26. These adult children must be covered even if they do not live with their parents, are not dependents on the parents tax return, are no longer students, or even if they are married. Plans and insurance policies have specific enrollment requirements. As of January 1, 2011, it is important for employers to be aware of the changes to these policies, contact us for further information.

### **HSA Contribution Limit Stays the Same for 2011**

The IRS recently announced that the 2011 inflation adjusted amounts for Health Saving Accounts will remain unchanged from 2010. After the application of the cost-of-living adjustment rules, the changes in the Consumer Price Index for the relevant period do not result in changes. There are limitations for what is considered a high-deductible health plan as well as annual contribution limits for individuals with self-only or family coverage under high-deductible health plan. It is important for employers to be aware of the amounts and limitations for employee benefits.

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