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The Massachusetts Health Care Reform Act Update: Effective Dates Pushed Back for HIRD Form Requirement and Insurance Nondiscrimination Rule

Signed into law on the last day of the Romney Administration, Chapter 450 of the Acts of 2006, *An Act Further Regulating Health Care Access*, tinkered with certain provisions of the Massachusetts health care reform act and delayed some effective dates that are of particular interest to employers, including the following:

- *The Health Insurance Responsibility Disclosure (HIRD) Form.* The HIRD form requirement is explained in our [Employee Benefits Advisory of January 5, 2007](#). Under this provision, employers are required to track and report certain information required to administer and enforce the new law.

The effective date of this requirement has been moved to July 1, 2007 from January 1, 2007.

- *The Insured Plan Nondiscrimination Requirement.* The insured plan nondiscrimination requirement is explained in our [Employee Benefits Advisory of October 31, 2006](#). Under this requirement, insured plans are generally required to offer the same group health insurance coverage on generally the same terms to all full-time employees.

The effective date of this requirement has been moved to July 1, 2007 from January 1, 2007.

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If you have any questions concerning the information discussed in this advisory or any other employee benefits topic, please contact one of the attorneys listed below or your primary contact with the firm who can direct you to the right person. We would be delighted to work with you.

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