

# Employment Law: The Modern Mobile Workforce

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UT LAW 29TH ANNUAL HEALTH LAW CONFERENCE  
HOUSTON, TX · 2017

# What In The World Is A Honeystick?

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WITH THE MODERN MOBILE WORKFORCE

## This Is A Honeystick

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## This Is A Honeystick

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<u>Application / File</u>	<u>% Accessed</u>
• Photo app	72%
• Social networking app	60%
• Personal email app	60%
• Online banking app	43%
• Corporate email app	45%
• Remote Admin app	49%
• "HR Salaries" file	54%
• "HR Cases" file	40%
• "Saved Passwords" file	57%



# Securing Confidential Information

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WITH THE MODERN MOBILE WORKFORCE

## HIPAA and Patient Data

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- Health Insurance Portability & Accountability Act of 1996 (45 C.F.R. parts 160 & 164) provides a framework for establishment of nationwide protection of patient confidentiality, security of electronic systems, and standards and requirements for electronic transmission of health information.
- Penalties vary but a violation can be a minimum of \$100 to \$50,000 per incident.
- Civil penalties up to \$1,500,000/year for identical types of violations.
- Criminal penalties for knowingly obtaining and wrongfully sharing information.
- A data breach or security incident that results from any HIPAA violation could see separate fines issued for different aspects of the single breach under various security and privacy standards.

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