

24th Annual Labor and Employment Law  
Conference- June 12- 13, 2017  
Austin, Texas

Common Mistakes in Seeking and  
Disclosing Medical Information

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Common Mistakes in Seeking and Disclosing Medical Information



## OVERVIEW

- Summarize the laws governing the disclosure of medical information
- Review HIPAA privacy and security rules and how they impact the use and disclosure of medical information
- Review what needs to be done to comply with HIPAA
- Discuss consequences of non-compliance
- Review specific situations
- Answer your questions



## **LAWS REGULATING EMPLOYER USE AND DISCLOSURE OF MEDICAL INFORMATION**

- Health Insurance Portability and Accountability Act of 1996 (HIPAA)
- Genetic Information Nondiscrimination Act
- Texas Medical Records Privacy Act
- Texas Business & Commerce Code
- Texas Education Code
- Texas Labor Code
- Texas Insurance Code



## **HIPAA HISTORY AND BACKGROUND**

- Coverage, access, and portability rights -1996
- Administrative “simplification” – April 2003
  - Standards to enable electronic exchange of information
  - Security standards
  - Privacy rules
- Final HIPAA privacy and security rules –effective September 23, 2013
- Enforced by Health and Human Services (“**HHS**”) Office for Civil Rights
- HIPAA Privacy Audits Begin – March 2016



## WHO IS SUBJECT TO HIPAA

- Health care providers, health plans and health care clearing houses (**“Covered Entities”**)
  - An employer is not directly subject to HIPAA (unless it is also a health care provider), but may become subject via agreement if it sponsors a group health plan (**“GHP”**)
- Business Associates (**“BAs”**) of Covered Entities, both directly and through a business associate agreement (**“BAA”**)



## WHAT IS A GHP?

- Medical, dental, and vision plans
- Health flexible spending arrangements (Health FSA)
- Long-term care benefits
- Employee assistance plans
- Texas occupational injury benefit plans



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[Workforce Solutions: LGBTQ Issues, Dispute Resolution, Medical Information, and Background Checks](#)

First appeared as part of the conference materials for the  
24<sup>th</sup> Annual Labor and Employment Law Conference session  
"Common Mistakes in Seeking/Disclosing Medical Information"