

CHAPTER OVERVIEW

1: Introduction and Regulation

Module 1: Core Competencies

At this end of this module you will be able to:

- **describe** the significance of federal regulation on benefits administration
- **explain** the legal and strategic importance of benefits programs
- **relate** the value of benefits to the compensation and benefits package
- **identify** laws that impact employee benefits programs

Module 1: Key Terms and Concepts

In this Module we will focus on introducing employee benefits as well as reviewing the regulations employee benefits must be compliant with.

Key Terms in this module include:

- **PPACA** - Patient Protection and Affordable Care Act
- **COBRA** - Consolidated Omnibus Budget Reconciliation Act
- **HIPAA** - The Health Insurance Portability and Accountability Act
- **ERISA** - Employee Retirement Income Security Act
- - Family and Medical Leave Act

Key Concepts in this module include:

- Legally Required Benefits
- Discretionary Benefits
- Creativity of Benefits
- Lower Cost Benefits

[1.1: Employee Benefits - An Overview](#)

[1.2: Employee Benefits and Total Compensation](#)

[1.3: WATCH- HR Basics - Employee Benefits](#)

[1.4: READ- Employee Benefits in 2024 - The Ultimate Guide](#)

[1.5: REVIEW- COBRA Compliance Checklist](#)

[1.6: READ - COBRA Requirements and Benefits](#)

[1.7: READ- Are We Legally Required to Offer Benefits to Part-Time Employees?](#)

[1.8: READ- What is the Summary of Benefits and Coverage Required by the Affordable Care Act?](#)

[1.9: READ- Employers are Getting More Creative on Benefits](#)

[1.10: Regulating Employee Benefits](#)

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