

2024 Penalty Amounts for Health Benefits Compliance Violations

On January 11, 2024, the U.S. Department of Labor (DOL) issued the 2024 inflation-adjusted civil monetary penalties that may be assessed for a wide variety of employee benefits compliance violations. The new amounts are effective January 15, 2024.

Listed below are 2024 penalty increases specifically related to health benefits compliance:

Summary of Benefits and Coverage (SBC)

- › Failure to provide group health plan participants and beneficiaries with an SBC may now result in a penalty of up to \$1,406 per participant or beneficiary.
- › This penalty increased from \$1,362 for 2023 violations

Form 5500 Filings

- › Failure to file an annual Form 5500 with the DOL can now result in a penalty of up to \$2,670 per day.
- › This penalty increased from \$2,586 per day for 2023 violations.

Multiple Employer Welfare Arrangement (MEWA) filings

- › Failure of a MEWA to file an annual report (Form M-1) with the DOL can now result in a penalty of up to \$1,942 per day.
- › This increased from \$1,881 per day for 2023 violations.

Children's Health Insurance Program (CHIP) Notice

- › Failure to provide the annual notice regarding CHIP coverage opportunities may now result in a penalty of up to \$141 per day per employee.
- › This increased from \$137 per day per employee for 2023 violations.

Failure to Furnish DOL-Requested Plan Information

- › Failure to provide plan-related information requested by the DOL can now result in penalties of up to \$190 per day (not to exceed \$1,906 per request).
- › This increased from \$184 per day (not to exceed \$1,846 per request) for 2023 violations.

January 2024

This document provides an overview of a specific regulatory development. It is not intended to be, and should not be construed as, legal advice for any particular situation.