



Monica B. Lasky

Of Counsel

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Monica Lasky joined Laner Muchin's Employee Benefits Practice Group in 2000. Monica concentrates her practice on welfare benefits issues, assisting clients to provide comprehensive, legally compliant benefits as cost-effectively as possible. She has extensive experience working with welfare plans of all sizes and types, including multiemployer and single employer, insured and self-insured, wrap and single benefit plans, wellness benefits, employee assistance programs, and a variety of consumer-driven accounts (*i.e.*, flexible spending accounts, Health Savings Accounts, and Health Reimbursement Arrangements).

Monica advises clients regarding all areas of plan design, technical compliance, administration, and fiduciary issues, and frequently negotiates service provider contracts. Her areas of expertise include the Affordable Care Act, COBRA, HIPAA privacy, portability, nondiscrimination, Medicare Part D and Medicare Secondary Payer Rules, claims and appeals procedures, retiree medical benefits, domestic partner benefits, and all related tax issues. She is a co-editor of the Firm's newsletter and a speaker on various health and welfare benefit issues impacting employers and industry groups. Monica lives in Chicago's Bucktown neighborhood with her husband, two daughters, and their dog.

Practice Areas

Employee Benefits and Executive Compensation

- Affordable Care Act, HIPAA and COBRA Compliance
- Governmental Employee Benefits
- Health and Welfare Benefit Plans
- IRS, DOL and PBGC Audit and Correction Counseling
- Multi-Employer / Taft-Hartley Plans

Clerkships

Judicial Law Clerk to the Honorable Stephen F. Eilperin of the Superior Court for the District of Columbia

Judicial Law Clerk to the

Monica B. Lasky

HONORS, MEMBERSHIPS AND PUBLICATIONS

- Member, International Foundation of Employee Benefit Plans
- Author, *Qualified Deferred Compensation Plans Forms*, Clark Boardman Callaghan (1998)

Experience

Below are representative examples of the types of matters Monica handles on behalf of Laner Muchin clients:

- ✓ Conducts requests for proposals and negotiates contracts (and continues to monitor compliance thereunder) with employee benefits service providers, including network administrators, third-party claims administrators, prescription benefits managers, and utilization review providers on behalf of a variety of clients, including a public sector client with over 30,000 employees and a number of multiemployer fund clients.
- ✓ Assisted large municipal client in responding to a CMS audit regarding compliance with the Affordable Care Act, Mental Health Parity and Addiction Equity Act, and the Women's Health and Cancer Rights Act.
- ✓ Drafts and reviews Plan documents, summary plan documents, and trust documents for a number of clients, including multiemployer funds, large governmental entities, non-profits, and an intergovernmental risk pool that insures dozens of governmental entities.
- ✓ Provides ongoing counseling to public sector and private sector clients regarding compliance with the employer shared responsibility "Pay or Play" requirements under the Affordable Care Act, including determinations of "applicable large employer status," determination of "full-time" employment status, and assistance preparing annual pay-or-play reports.

Honorable John F. Grady of the District Court for the Northern District of Illinois.

Education

Harvard Law School, J.D., *cum laude*, 1992

Amherst College, B.A., *phi beta kappa*, 1988

Admissions

Illinois

U.S. District Court for the Northern District of Illinois

Monica B. Lasky

- ✓ Provides training to benefits managers and their staff on a range of employee benefits-related topics including HIPAA privacy and security, the Affordable Care Act and COBRA.

News, Events, and Publications

Wes Covert, Monica Lasky and Chad DeGroot Will Examine COBRA Subsidies and Legal Requirements Under the American Rescue Plan Act in Upcoming Laner Muchin Webinar

05.06.2021

Fast Laner

Providing Employee Benefits During the COVID-19 Pandemic

Wesley Covert, Chad DeGroot, Monica Lasky, 04.08.2020