

Driving Progress in the Employer Market: NABIP's 2025 Wins

In 2025, NABIP delivered major wins for brokers and employers. Through strategic legislative and regulatory advocacy, influential coalition leadership, and forward-thinking professional development and tools, NABIP strengthened your ability to serve clients and grow in the group market.



Legislative Victories

- Employer Reporting Improvement Act & Paperwork Burden Reduction Act signed into law on 12/23/24, reducing the number of individuals and data required for ACA reporting and easing compliance for employers.
- Virginia PSAO Transparency Law—written by NABIP members—expands transparency for Pharmacy Services Administrative Organizations.
- Draft model state legislation is underway to strengthen employer access to claims data and require cost-sharing credit for cash-paid medical and pharmacy expenses, improving transparency, consumer protection, and employer decision-making.
- Support provisions in the One Big Beautiful Bill Act (H.R. 1) on HSAs for Direct Primary Care, expanded telehealth for high-deductible plans, and preventing new taxes on employee benefits.



Regulatory Advocacy

- Requested updates from HHS to streamline Gag Clause Prohibition Compliance Attestation requirements.
- Submitted formal comments to the U.S. Department of Labor regarding Gag Clause Prohibition implementation.



Major Conferences & Employer-Focused Programming

- Annual Conference panels included a PBM reform discussion featuring Mark Cuban, plus a large-employer Innovation Session with Medtronic, Dayforce, and Dade County Schools.
- Legislative Conference featured main-stage speakers from major employer associations.
- Private, closed-door strategy session on ICHRAs with Peter Nelson, Deputy Administrator and Director of the Center for Consumer Information and Insurance Oversight (CCIIO).
- Delivered a presentation to NAIC on the future of level-funded plans and their market impact.



Coalitions Expanding Broker Influence

- Alliance to Fight for Healthcare
- Coalition Against Surprise Medical Billing
- National Alliance for Health Purchaser Associations—new Broker/Consultant Advisory Council seat secured
- Telehealth collaboration with the American Telemedicine Association





Professional Development & Certifications

- [Healthcare Fiduciary Certificate Program - Coming Jan. 2026 – \(link to interest form\)](#)
- [Q4I The MORE System](#)
- Core Group Market Certifications & Courses
 - [ICHRA](#)
 - [Self-Funded Certification](#)
 - [Advanced Self-Funded Certification](#)
 - Live Virtual - Reference-Based Pricing
 - Live Virtual – Level Funding
 - [Account-Based Health Plans](#)
 - [ACA & Beyond: A Modern Look at Employee Benefits](#)
 - [Group Benefits: Basic Concepts](#)
 - [Advanced Topics in Group Benefits](#)
- Launched the new Precision Medicine Taskforce



Webinars

- Compliance Corner monthly regulatory webinar series.
- RYB Webinar – Meeting the Moment: Scalable, State-Smart Leave Support (10/23/25).
- RYB Webinar – Captives for Forward-Thinking Advisors (10/23/25).
- RYB Webinar – Cost-Containment Through Primary Care (10/28/25).



Marketing Tools, Infographics & Resources

- [Employer Market: 2026 Key Compliance & Benefit Updates](#)
- [2026 Medicare TROOP flyer for Part D](#)
- [Open Enrollment Digital Toolkit](#)
- [Video: LTC Working Group Insights](#)
- Medicare & Group Health Plans infographic—coming soon.



Working Groups

- Employer-Based Working Group—meets monthly.
- Compliance Corner Working Group—monthly regulatory review and broker guidance.

For more information - reach out to NABIP's Government Relations Team at legislative@nabip.org.



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