



Howard Bye-Torre is Of Counsel with the firm. His practice focuses on health plans, cafeteria plans and other welfare plans. Howard writes and speaks extensively on federal health care reform, HIPAA, HITECH, COBRA, Medicare Part D, Medicare Secondary Payer, wellness programs, ERISA, the Americans with Disabilities Act and other state and federal law benefit topics. He regularly conducts health care reform, HIPAA, COBRA and other seminars for employee groups and board members.

Previously, Howard was senior editor at the Employee Benefits Institute of America, Inc. (2007) and equity shareholder with Cox Smith Matthews Incorporated (1985-2007).

Representative Work

Representation of nationwide church group health plan for employees and separate plan for retirees, including plan and other document preparation and state and federal law compliance matters.

Representation of hospitals, clinics, and other medical providers in plan document preparation and negotiation of contracts with third-party administrators and other health plan service providers.

Negotiation of pharmacy benefit manager ("PBM") agreements.

Analysis and advocacy for large national clinic on COBRA, Medicare Secondary Payer and other payment issues.

Formation of health care purchasing consortium of five large employers to negotiate discounts for their self-funded health plan participants, including the establishment of the consortium and the drafting and negotiation of initial contracts between the consortium and hospitals, doctor organizations and other medical professionals.

Compliance with federal health care reform, PPACA, HITECH, ERISA, HIPAA, COBRA, USERRA, Medicare Secondary Payer, Medicare Part D, ADA, FMLA and ADEA for group health plans and employers.

HIPAA, COBRA and Medicare Part D training for boards of directors, executives and employee benefits and human resources personnel.

Drafting and negotiation of HIPAA business associate agreements.

Drafting and negotiation of service contracts with plan service providers, such as TPAs, utilization reviewers, COBRA administrators, pharmacy managers, investment managers, custodians and PPO and similar provider networks.

Representation of clients in all aspects of cafeteria plans, dependent care reimbursement plans and medical flexible spending account plans, including grace period and debit card issues.

Professional Honors & Activities

Member, Editorial Board, The Health Lawyer, American Bar Association Health Law Section, 2006-present

Vice Chair, Coordinating Committee on Diversity, American Bar Association Health Law Section, 2011

Liaison to the Commission on Sexual Orientation and Gender Identity, American Bar Association Health Law Section

Member, The Fellows of the American Bar Foundation

Member and Fellow, College of the State Bar of Texas, 1993-2010

- See more at: <http://www.stoel.com/hbye-torre#sthash.h2acQIFs.dpuf>