



Federal Policy Priorities

Our members set ERIC's advocacy priorities on health, retirement, and compensation policies to protect large plan sponsors. Our lobbyists are improving employee benefits laws and regulations, preserving ERISA uniformity, and:

- Promoting electronic delivery of required benefit disclosures
- Pursuing health care cost containment, delivery system reform, and value purchasing strategies
- Advocating to repeal the 40% "Cadillac" tax and other health care taxes
- Securing reasonable employee wellness program regulations
- Deterring frivolous 401(k) fee lawsuits
- Supporting lifetime income retirement options, not mandates
- Preventing PBGC premium increases and limits on pension risk transfers
- Enabling use of surplus pension assets
- Advancing financial wellness measures and tax-favored educational assistance
- Fighting against taxing employer-provided health coverage or retirement plan contributions

State Policy Advocacy

ERIC's State Mandate Action Program™ is a one-of-a-kind resource that provides ERIC members with on-the-ground advocacy and real-time, actionable information on current and emerging state and local laws and regulations.

ERIC provides members with three layers of support:

KNOWLEDGE: Charts, maps, and explanations of existing state and local laws, so employers know how to comply

FORESIGHT: Alerts and analysis of proposed new rules that would change benefits or impose mandates

ADVOCACY: Lobbying to proactively influence state and local rules

ERIC has successfully:

- Shaped proposed paid sick and family leave rules to eliminate mandates and provide employer flexibility, *e.g.*,
 - Prevented states from requiring the cash out or carryover of unused leave if it is frontloaded
 - Removed mandates that employers keep track of paid leave balances on written statements
 - Ensured employers could use waiting periods in paid leave policies for new employees
- Blocked state retirement plan mandates from affecting plan sponsors
- Averted state assessments and taxes on self-insured health plans
- Persuaded states to provide access to telemedicine and biosimilar medications