

The ERISA Industry Committee

Driven By and For Large Employers



An Organization Dedicated to Your Priorities

*The ERISA Industry Committee is the
only national association that advocates
exclusively for large employers
on health, retirement, and compensation
public policies at the
federal, state, and local levels*

A True Peer Network

“I’ve been a member of ERIC while leading benefits at multiple companies over the years. There have been so many issues that have come up that ERIC has been able to influence; there is a much bigger ROI compared to what we pay for other resources. If we didn’t have the large employer voice through ERIC, our lives would be much more difficult.”

**Vice President, Corporate Total Rewards,
Global Fortune 500 consumer products company**

Who We Are What We Do

10,000+

ERIC members are companies with at least 10,000 employees that sponsor benefit plans

FEDERAL
STATE LOCAL



Influence, Expertise, Advocacy

200+ *each year*

Updates w/ analysis of trending policy issues

Individuals at ERIC member companies serve in one of three capacities



Benefits design & administration



In-house legal counsel



Government relations

40+ *each year*

Virtual and in-person events for members to discuss national trends, innovative strategies, and policy opportunities

Our Value



Analysis

Each year, Congress introduces 5,000+ bills for consideration. Simultaneously, state and local lawmakers introduce new policies that may conflict with federal or other state rules. ERIC analyzes how these thousands of bills affect large plan sponsors and where looming threats may come from.

Collaboration

ERIC protects the privacy of our member list and acts as the megaphone for large employer plan sponsors. As a result, large employers are able to discuss policy issues in-depth among peers, while ERIC speaks to lawmakers and the media with one unified voice.

Advocacy

New rules are often introduced without first determining the impact on those forced to comply. With a team of registered lobbyists, ERIC helps federal, state, and local lawmakers understand the full effects of their legislative and regulatory actions.



Federal Policy Priorities

Health

Retirement

ERIC members set priorities on health, retirement, and compensation policies solely to protect large plan sponsor interests:

- Preserve ERISA's national uniformity
- Fight against taxing employer-provided health coverage or retirement plan contributions
- Promote electronic delivery of required benefit disclosures
- Advance health care cost containment, delivery system reform, and value purchasing strategies
- Repeal the 40% "Cadillac" health care tax
- Promote employee wellness programs
- Create legislation to decrease frivolous 401(k) fee lawsuits
- Prevent mandates, including reporting on retirement statements
- Support lifetime income retirement options
- Prevent PBGC premium increases and limits on pension risk transfers, and enable use of surplus pension assets
- Rollback health and retirement regulations

State Policy Priorities



Launched in 2015, **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:** Updated charts, maps, and explanations of existing state and local laws
- **Foresight:** Alerts and analysis of proposed new rules that would change benefits or compliance
- **Advocacy:** Lobbying to proactively shape state and local rules

On the state and local levels, ERIC has successfully:

- Changed **paid sick and family leave** rules to eliminate mandates and provide employers with flexibility
- Convinced states to allow **telemedicine**
- Opposed limits to availability/prescribing of **biosimilars**
- Ensured **state retirement** plan mandates do not reach plan sponsors



How Is ERIC Different?

There are many benefits-related groups for large companies to join. Why is membership in ERIC unique and essential? Consider these **seven** key differentiators:

- ✓ Large plan sponsor perspective **only**
- ✓ Advocating 24/7 to **shape** rules – not just report on what governments are doing
- ✓ Federal, state, **and** local advocacy
- ✓ Health, retirement, **and** compensation priorities
- ✓ State advocacy on **eight benefits policy areas**, such as paid leave, telemedicine, biosimilars, and state retirement plans
- ✓ Lobbying with a unified large employer voice, **not member company names and brands**
- ✓ Advocacy extended to **courts**, fighting to protect ERISA preemption and member companies



Contact us

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