

ERIC Fall 2019 Policy Conference

Wednesday, October 16, 2019

11:30 am – 5:30 pm

Association of American Medical Colleges

655 K Street NW

Washington, DC 20001

- 11:30 am **Registration Opens**
- 12:00 pm – 12:30 pm **Lunch**
- 12:30 pm – 12:45 pm **Welcome**
- 12:45 pm – 1:45 pm **Help Your People to Help Their People - Caregiver Support Programs**
Most employees will have caregiving responsibilities at some point in their working lives, whether it's child care, caring for a child/spouse/partner with a chronic condition or disability, or a parent or other older adult who needs assistance. Balancing work and caregiving responsibilities can take a heavy toll on an individual's well-being, productivity and capacity for work, and cost employers billions in increased absenteeism, lost productivity, higher health costs, and turnover.
- How are large employers currently assisting workers with these responsibilities and what are the potential policy implications?
- 1:45 pm – 3:00 pm **Paid Leave – Problems, Practices, and Policy**
Large employers are already providing generous paid leave policies but still must comply with an increasing number of state and local paid leave rules. In this interactive session, we will review the greatest compliance challenges facing large employers and share what practices employers are implementing to address them. Finally, we will use these challenges and practices to jointly determine what public policies are necessary to ensure that large employers can efficiently continue providing generous paid leave benefits.
- 3:00 pm – 3:15 pm **Break**
- 3:15 pm – 4:15 pm **Addressing Employer Challenges in Mental Health**
As the country continues to address crisis after crisis in mental health, employers are under increasing scrutiny for the benefits offerings. Patients, providers, and policymakers are concerned that access to mental health is being unfairly curtailed by employers and plans to save money. This panel will look at ongoing policy efforts that employers need to monitor in the mental health space and explore how employers can engage productively.
- 4:15 pm – 4:30 pm **Break**
- 4:30 pm – 5:00 pm **Keynote Speaker: Gordon Hartogensis**, Director, Pension Benefit Guaranty Corporation
- 5:00 pm – 7:30 pm **Rooftop Reception**

Thursday, October 17, 2019
7:00 am – 2:30 pm

- 7:00 am – 8:00 am **Breakfast**
- 8:00 am – 8:15 am **Welcome and Board of Directors Vote**
- 8:15 am – 9:05 am **State and Federal Fiduciary Rules and the Impact on Plan Sponsors**
For the past decade, there has been an on-going debate, at both the state and federal levels, over the duties owed by financial service providers to their customers, including ERISA and other retirement plans. Several states are considering or have implemented fiduciary rules and the Securities and Exchange Commission recently finalized its rule dealing with the duties broker-dealers and investment advisors owe to their customers. The Department of Labor has stated that shortly it will update the ERISA definition of a fiduciary. This panel will discuss the state fiduciary rules, the SEC rule, predictions about the DOL rule, and the potential impacts on large plan sponsors.
- 9:05 am – 9:15 am **Break**
- 9:15 am – 10:15 am **Defined Contribution Options for Health Care**
2019 has seen many changes aimed at creating more health care DC options for employees, but will these changes really move the needle? Or has the HSA “plateau” become the new normal? This panel will examine the policies that Congress and the Administration are considering, discuss options that still need to be addressed, and solicit ideas on what can be done to help large plan sponsors and beneficiaries take advantage of DC strategies in health benefits.
- 10:15 am – 10:45 am **Guest Speaker: Janet Dhillon** – Chair, Equal Employment Opportunity Commission
- 10:45 am – 11:00 am **Break**
- 11:10 am – 12:00 pm **401(k)s for the Future**
As the workforce changes, DC plans also need to change to ensure they are meeting the needs of the current workforce. Student loan debt, changing compensation structures, increasing longevity, and non-traditional work schedules are just some of the issues driving the innovation in 401(k) plan design. Join us to discuss new policies being advocated by ERIC and changes that Congress and the Treasury and Labor Departments can make to help plan sponsors and their beneficiaries.
- 12:00 pm – 1:15 pm **Lunch & Speaker: Amy Walter**, National Editor of the Cook Political Report and Host of WNYC’s *The Takeaway Fridays*
- 1:15 pm – 2:15 pm **The Future of Work – Trends and Needed Policy Changes**
As the workforce changes, what trends can large employers expect? How can employers prepare for these trends to ensure that they remain competitive and recruit the best talent? And what policy changes are necessary to ensure these new arrangements can still meet the benefits needs of workers? Hear from several panelists who are on the cutting edge of these trends and explore the changing policy landscape.
- 2:15 pm – 2:30 pm **Raffle & Conclusion**