

## **ERIC Defends ERISA Preemption.**

*Preemption allows large, multistate employers the ability to offer uniform benefits nationwide, affording them the flexibility needed to offer innovative solutions and mitigate rising costs.*

## **ERIC Member Companies Need Transparency and Accountability for Enforcement Agencies.**

*Too often, complex and bureaucratic plan audits devolve into counterproductive fishing expeditions.*

## **RETIREMENT & COMPENSATION POLICY**

## **ERIC Member Companies Would Love to Provide Paid Leave Nationwide.**

*A federal framework would be far better than the growing, expensive patchwork of state mandates.*

## **ERIC Shapes SECURE 2.0 Implementation.**

*Regulators should provide plan sponsors the flexibility and clarity they need on catch-up contributions, student-loan matching contributions, and disclosure rules.*

## **ERIC Supports Traditional Pensions.**

*PBGC Premiums are too high and excess assets are locked up.*

## **ERIC Opposes Retirement Plan Design Mandates and Changes to Tax Incentives.**

*The voluntary, private-sector retirement system is a huge success that relies on the creativity and innovation of plan sponsors, not bureaucratic dictates.*

## HEALTH POLICY

### **ERIC Member Companies Need Health Care Price Transparency and PBM Accountability Reforms.**

*Each day that passes without full price transparency across all health care stakeholders and PBM accountability reforms is a day in which health benefit costs erode employer competitiveness and employee access to good health care benefits at reasonable costs.*

### **ERIC Supports Policies that Promote Competition and Curb Anticompetitive Practices.**

*Reducing consolidation, increasing choices for patients, and addressing existing monopolies will allow more value-driven plan design.*

### **ERIC Member Companies Are All About Innovation of Health Benefits.**

*Value-based care, digital health (including telehealth), wellness, and other preventive care are needed to promote health access.*

### **ERIC Aims to Reduce Administrative Burdens.**

*ERIC supports policy changes that reduce needless rules and burdens on employers, promote innovation, streamline reporting and compliance, and reduce spending on red tape (e.g., mental health and substance use disorder parity regulations).*