



Welfare Benefit Plans (Including Cafeteria Plans & Flexible Spending Account Arrangements)



Implementation of Plans

The Employee Benefits & Pension Practice Area assists clients with the development of sound strategies for addressing the many legal issues and challenges arising from ERISA, HIPAA, COBRA, ADA, Medicare and other laws governing sponsors of health plans. We represent employers in all phases of the documentation process for compliance with the legal requirements applicable to employee health plans, retiree health plans, health care flexible spending account arrangements, health savings accounts and health reimbursement accounts. Moreover, our attorneys assist clients in complying with the tax laws and other laws governing other welfare benefit plans, such as dependent care flexible spending account plans and group term life insurance plans. In addition, we design and draft cafeteria plan documents pursuant to which contributions for certain welfare benefit plan coverage may be made on a pre-tax basis.

Mergers and Acquisitions

The Employee Benefits & Pension Practice Area regularly resolves welfare benefit plan issues that must be addressed when a client buys or sells a business.

Litigation

Our attorneys work with the firm's Litigation Practice Area when handling disputes, including disputes involving benefit claims, that arise in connection with health and welfare benefit plans.

Attorneys

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