



Erick D. Reitz

Partner

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Areas of Practice

ERISA and Tax Code
Affordable Care Act
Mental Health Parity
Title VII
Section 401(k) and 457(b) retirement plans
Health plans and excepted benefits
Multiemployer plans and withdrawal liability

Bar Admissions

Washington, 2015
Nebraska, 2013

Education

University of Nebraska College of Law
J.D. with Highest Distinction, 2013
Nebraska Law Review, Executive Editor

University of Nebraska—Lincoln
B.A. with High Distinction, 2010

Clerkships

William Jay Riley, Chief Judge, U.S. Court of Appeals for the Eighth Circuit, 2013 – 2015

Honors and Awards

Washington Law & Politics Magazine “Rising Star,” 2019 – 2023
Guy Cleveland Chambers Gold Medallion for Highest Graduating GPA
Order of the Coif

Publications

A Clerk’s Lineup: Ten Underemphasized Aspects of Appellate Practice, KCBA Bar Bulletin (2015)

Children and Categorization: Keeping Free Speech on Track in Brown v. Entertainment Merchants Ass’n, 91 Neb. L. Rev. 4 (2013)

Overview

Erick advises corporate, governmental, and multiemployer health and retirement plans (including 401(k), 457(b), and defined benefit retirement plans) on all manner of employee benefits issues. He counsels on the design and administration of retirement plans, drafts plan documents, policies, and procedures, negotiates vendor contracts and investment agreements, represents retirement plans seeking IRS approval to correct errors in plan administration, and represents fiduciaries and plan sponsors in claims for plan benefits and, for multiemployer plans, collection of delinquent employer contributions and withdrawal liability. Erick also evaluates and tracks trends in the law, such as developing bodies of case law and new regulations, to update clients’ approaches to compliance and risk management. Erick’s work also focuses on:

- Mental Health Parity and Addiction Equity Act compliance, including advising on non-quantitative treatment limitation design and comparative analyses
- Compliance with discrimination laws, such as Title VII and ACA § 1557
- IRS corrections under EPCRS, including both on-model and off-model self-correction program submissions, several of which were significant and had no established roadmap, and all of which were approved
- Resolving disputes over withdrawal liability against employers withdrawing from multiemployer pension plans
- Determining beneficiary status in contested claims to deceased participants’ retirement accounts
- Drafting plan documents and administrative procedures and policies, such as collections, Power of Attorney, and QDRO procedures
- Preparing participant communications, including summary plan descriptions, summaries of material modifications, and benefit distribution forms
- Negotiating and drafting contracts, such as investment, payroll auditor, and third-party administration agreements
- Collecting contributions due from employers that participate in multiemployer plans, via installment payment agreements, joint checks from the delinquent employer’s general contractor, bond claims, and litigation

Hailing from Eagle River, Alaska, Erick spends much of his time outdoors—rowing crew, climbing, skiing, or wandering Washington with his dog, Cooper.

Professional Affiliations

- King County Bar Association, New Lawyers Division (Board of Trustees 2016-2019; Chair of the Board 2018-2019)
- Nebraska State Bar Association
- International Foundation of Employee Benefit Plans

Community Involvement

- Pro bono attorney representing non-profits through Communities Rise’s (fka Wayfind) Non-Profit Startup Advocacy Program
- Volunteer Legal Observer for National Lawyers Guild
- Pro bono attorney for KCBA Neighborhood Legal Clinics
- Pro bono attorney for KCBA Housing Justice Project

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EMPLOYEE BENEFITS LAW

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