There are literally thousands of cases that relate to the Employee Retirement Income Security Act (ERISA). Courts’ relentless attention to ERISA is no surprise in light of the transformative consequences of employee benefits throughout society. This can be overwhelming for anyone whose work implicates ERISA but especially for those who are uninitiated to employee benefit law. The primary objective of this book is to present in as concise a manner as possible what the authors have agreed are the most essential cases and most frequently litigated issues under ERISA. This book provides a window into the approach the courts have taken to the most fundamental aspects of ERISA litigation.

This book begins by defining what constitutes an ERISA plan and by classifying parties to such plans. This book then proceeds into the other most litigated areas of ERISA: preemption and other procedural matters, fiduciary liability, remedies, disability benefits, disclosure requirements, and spousal protections, including the shifting treatment of sexual minorities under ERISA. This book concludes with an examination of the antialienation and antiassignment rules, vesting, and other less litigated participant protections.

We hope you find this book helpful. We welcome your comments, which you may send to Sharon Reece at sreece@law.umaryland.edu or to Max D. Siegel at maxdrewsiegel@gmail.com.