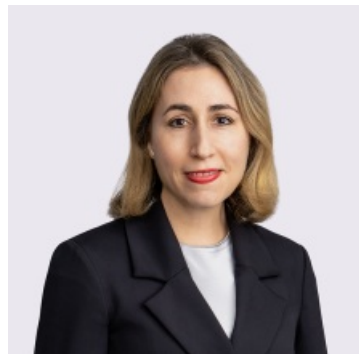


# National Employee Benefits Day: Reflecting on Our Favorite Holiday

By Melissa Ostrower & Kellie M. Thomas

April 2, 2025

## Meet the Authors



**Melissa Ostrower**

(She/Her)

Principal

212-545-4000

Melissa.Ostrower@jacksonlewis.com



**Kellie M. Thomas**

(She/Her)

Principal

410-415-2029

Kellie.Thomas@jacksonlewis.com

## Related Services

Employee Benefits

### Related links

- [President Trump's First 100 Days: Impact on Employers](#)
- [America First Investment Policy](#) (executive order)
- [Make America Healthy Again: New Executive Order Revisits Group Health Plan Price Transparency](#)
- [Exciting Update: Self-Correction for Delinquent Contributions Now Possible Under the DOL's VFCP](#)
- [Employers Who Administer PFML Programs Get Much-Needed Guidance from IRS](#)
- [ERISA Litigation Advisor](#)
- [Arkansas Insurance Department Pharmacy Benefit Manager Regulation Program](#)
- [Florida Office of Insurance Regulation - PBM](#)
- [District of Columbia Commuter Benefits: New Penalties, Fines](#)
- [Shopping for Talent: Unique Benefit Offerings to Incentivize Retail Employees](#)
- [Benefits Law Advisor](#)

### Article

Each year, National Employee Benefits Day is a chance to reflect on the ever-changing landscape of employer-sponsored benefits. Indeed, this year may be the most pivotal since 2020's COVID-19 relief guidance.

Affecting the way plan sponsors need to think about their plan design, administration, and compliance are a new presidential administration, and plenty of [executive orders](#) (some with retirement and welfare plan implications), new agency guidance on [retirement](#) and [welfare plan](#) compliance, as well as [benefits-related tax issues](#), and [increased litigation activity](#). Adding to the mix are more state and local benefits-related regulation, including new reporting requirements for pharmacy benefits managers (PBMs) and plans utilizing a PBM (such as [Arkansas](#) and [Florida](#)), and a growing number of mandated benefits like paid family leave and commuter benefits (such as [Washington, D.C.](#)). In a turbulent job market, employers may seek to [attract and retain employees](#) with incentives like family-building and tuition benefits, or consider ERISA-covered severance programs to ease the landing of workforce reductions.

Maintaining [strong fiduciary practices](#) should remain a top priority for every plan sponsor. Staying abreast of the latest changes in law and enforcement priorities also is crucial. (Our [Benefits Law Advisor](#), [newsletter](#), and [mailing list](#) are great resources to do so.)

We understand that plan sponsors and advisors always prefer certainty. However, these challenges and opportunities highlight the importance of our work in the benefits

space. Employer-sponsored benefits continue to provide crucial support, ensuring the well-being, balance, and mental health of employees and their families. On this National Employee Benefits Day, we remind you that, while the myriad considerations for sponsoring employer-sponsored plans are complicated and evolving, they are not new, and we are here to assist you.

Please contact a member of the Jackson Lewis Employee Benefits Practice Group if you need any assistance.

©2025 Jackson Lewis P.C. This material is provided for informational purposes only. It is not intended to constitute legal advice nor does it create a client-lawyer relationship between Jackson Lewis and any recipient. Recipients should consult with counsel before taking any actions based on the information contained within this material. This material may be considered attorney advertising in some jurisdictions. Prior results do not guarantee a similar outcome.

Focused on employment and labor law since 1958, Jackson Lewis P.C.'s 1,000+ attorneys located in major cities nationwide consistently identify and respond to new ways workplace law intersects business. We help employers develop proactive strategies, strong policies and business-oriented solutions to cultivate high-functioning workforces that are engaged and stable, and share our clients' goals to emphasize belonging and respect for the contributions of every employee. For more information, visit <https://www.jacksonlewis.com>.