

Employee Benefits Litigation

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Employee benefits are a valuable, expensive, and increasingly complicated part of workplace compensation and retention packages. Nexsen Pruet's attorneys have significant skills in all aspects of benefits disputes and litigation. We provide the employers we serve with an understanding of the issues and a client-based strategy for retention.

Minimizing legal exposure

The outcome for benefits disputes is greatly influenced by how well the claim being challenged is administered prior to actual litigation. Our attorneys have worked with a wide range of clients through this process, helping them minimize or avoid the financial exposure that can result from costly litigation. We recognize that for clients, frequently the best outcome is to avoid the cost of litigation while reducing future risks.

Skilled litigators

Since some claims do culminate in litigation, we are equally skilled in that area. Our attorneys have litigated all types of employee benefit matters. We have defended claims and sued on behalf of employers and plan sponsors, plan administrators and TPAs, and plan fiduciaries.

Our litigation experience includes:

- Life, health, and disability benefit claims
- Pension benefit claims
- Severance pay claims
- Breach of fiduciary duty claims
- COBRA and state continuation coverage claims
- Claims related to plan eligibility and plan coverage
- ERISA and non-ERISA disputes

News

09.12.2019 | News from Nexsen Pruet

Nexsen Pruet Adds Three Attorneys to Upstate South Carolina Employment Group

Insights

09.25.2019

Important News for Employers: Salary Increase for Overtime Exemption

09.18.2019

Caution: Ban Ahead - The Rise in Bans on Salary History Inquiries Requires Employer Diligence

08.15.2019

NLRB Seeks To Reinforce Employee Choice Through Regulatory Changes

07.24.2019

Fourth Circuit Affirms Abuse of Discretion Finding in Denial of Coverage for Long Term Disability Claim

01.23.2019

How The Partial Federal Government Shutdown Impacts Employment Law Matters

11.21.2018

Preparing the Workplace for Generation Z

10.09.2018

Accommodating Pregnant Employees in the Workplace

09.19.2018

Employees in Multiple States: Keeping track of changing laws and policies

09.12.2018

Hurricane Florence and the FLSA

08.01.2018

New North Carolina Law Decreases Protection to Employers

07.18.2018

Supreme Court Clarifies FLSA Exemption for Sales, Service Advisors, Partsman, and Mechanics

07.18.2018

EEOC Fights to Keep #MeToo Movement Alive

07.03.2018

S.C. Employers Required to Use New Employment Discrimination Poster

06.20.2018

Unionization Tactics in the Carolinas

06.13.2018

NLRB Revives Helpful Personnel Policies

06.06.2018

New South Carolina Pregnancy Accommodations Act Requires Action by Employers

05.30.2018

Supreme Court Upholds Class Action Waivers in Employment Arbitration Agreements

05.23.2018

401(k) Fee Litigation: Coming to a District Court Near You...

05.16.2018

New Tax Law May Affect Mileage Reimbursement Policy for Employers

05.02.2018

The Tip Pool Saga Continues

04.18.2018

ICE Now Taking More Opportunistic Approach to Employer Sanctions

04.11.2018

DOL Launches "PAID" Self-Audit Program

04.04.2018

Employee Benefits and the Tax Cuts and Jobs Act

03.28.2018

Pay Bias Litigation Results in Costly Settlement

03.14.2018

Guns in the Workplace: A Three-Part Series

03.08.2018

EEO-1 Reporting Deadline is Rapidly Approaching

03.07.2018

Scheduling letters to federal contractors go out soon. Is your company ready for an audit by the OFCCP?

02.21.2018

N.C. Attorney General, State Representative Drafting Bipartisan Bill To Combat Security Breaches

02.21.2018

Court Approves \$22.5 Million Settlement Covering S.C. Workers

02.21.2018

Court Refuses to Enforce "Misleading" and "Sham" Arbitration Agreements

02.07.2018

Employers are Subject to Criminal Antitrust Charges for Wage-Fixing and No-Poaching Agreements

02.07.2018

Love Contracts and Policies on Office Romance: What Can an Employer Do if Love is in the Air?

01.31.2018

DOL Adopts New Test for Determining When Interns are Protected by FLSA

01.17.2018

Justice Department reverses course on marijuana enforcement: What it means for employers

01.10.2018

Legislators respond to recent sexual harassment scandals by introducing bills to ban arbitration in sex bias cases

01.03.2018

Confidential Sexual Harassment Settlements No Longer Tax Deductible

01.03.2018

New Year, New NLRB

10.11.2017

The Age Discrimination in Employment Act: Looking Back at the Last Fifty Years

10.27.2015

OSHA Targets Agribusiness Industry with New Citations