



Eric D. Field

Shareholder

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Practice Areas

ERISA and Benefit Plan Litigation
Employee Benefits
Executive Compensation
Business Restructuring and M&A
Appellate
Retail
Hospitality
Construction
Financial Services

Overview

Eric D. Field's practice focuses on pension and other retirement programs, welfare benefit programs, and executive compensation, provided by organizations to their employees in the areas collectively called "employee benefits." Eric counsels both employers and multiemployer employee benefit plans on Employee Retirement Income Security Act (ERISA) related issues.

He advises clients on issues relating to multiemployer pension plans and liabilities associated with these plans, including representing employers in arbitrations and in federal district and appeals courts regarding such liabilities.

Eric also advises employers on the impact of potential legislative reform to the multiemployer plan system. Eric further counsels employers on distress, standard and Pension Benefit Guaranty Corporation (PBGC)-initiated terminations of single-employer pension plans and advises on the liabilities associated with those terminations.

Eric also works on pension issues arising in committee or debtor representations. He counsels employers concerning their sponsorship of both pension and welfare employee benefit plans, including plan design and document drafting, and compliance

with ERISA, the Internal Revenue Code, COBRA and the Affordable Care Act. Eric counsels clients on pension and other benefit issues related to mergers and acquisitions. He also counsels transportation clients on the Railroad Retirement Act.

Eric has been a contributing author to the ABA *Employee Benefits Law* publication and has been a panelist on various webinars.

Previously, Eric served as assistant chief counsel of PBGC, where he managed the multiemployer plan (MEP) section in PBGC's Office of Chief Counsel. He represented the government in numerous cases involving interpretations of ERISA as it pertains to MEPs.

Earlier in his career, Eric worked as a staff attorney at the Hotel and Restaurant Employees International Union Welfare-Pension Funds. There, he managed the funds' withdrawal liability program, including reviewing notification of assessments, the sale of asset applications and responding to requests for reviews. He also arbitrated withdrawal liability cases, litigated contribution and subrogation claims in federal courts and advised on general ERISA issues.

Education

J.D., DePaul University College of Law, 1998

B.A., University of Maine, 1994, *with Distinction*

Bar Admissions

District of Columbia

Courts

U.S. Court of Appeals, 1st Circuit

U.S. Court of Appeals, 3rd Circuit

U.S. Court of Appeals, 5th Circuit

U.S. Court of Appeals, 7th Circuit

U.S. Court of Appeals, 9th Circuit

U.S. Court of Appeals, 11th Circuit

U.S. District Court, District of Columbia

U.S. District Court, Northern District of Illinois

U.S. District Court, Central District of Illinois

U.S. District Court, Eastern District of Michigan

U.S. District Court, Southern District of Ohio

Publications & Press

Seventh Circuit Places Limits on Employers' Withdrawal Liability from Certain Multiemployer Plans

Littler ASAP

April 29, 2025

PBGC Issues Proposed Rule on Withdrawal Liability Actuarial Interest Rate Assumptions

Littler ASAP

October 14, 2022

Littler Adds Employee Benefits Attorney Eric Field as Shareholder in Washington, D.C.

Press Release

July 18, 2022

Events & Speaking Engagements

Reductions in Force: Best Practices

Tysons Corner, VA

November 1, 2023

2022 Ohio Regional Employer Conference

Cleveland, OH

October 6, 2022

Hot Topics in Employee Benefits

Federal Bar Association 46th Annual Tax Law Conference

March 3-4, 2022

Withdrawal Liability, Beyond Assumptions

Enrolled Actuaries Meeting, Washington, D.C.

April 11, 2018

Books & Book Chapters

- ABA Section of Labor and Employment Law, *Employee Benefits Law, Fourth Edition*, Bloomberg BNA, Contributing Author, 2017