

## Charles P. Stevens

Partner

### Overview

A persuasive advocate, Charlie vigorously defends employers and benefit plans in courts and other forums. He excels at assessing and fixing problems that arise with employee benefit programs and providing a strategically driven approach to benefits compliance and risk management planning.

As exclusive employee benefits counsel to many nationwide employers, Charlie's practice focus extends to:

- Counseling on Affordable Care Act (ACA) compliance and strategic planning, particularly with respect to contingent workers
- Advising associations on the establishment of Association Health Plans
- Advising and defending employers regarding multiemployer pension plan claims, including withdrawal liability and contribution claims
- Litigating and favorably resolving large retiree health class actions, including arguments before the U.S. Court of Appeals
- Assisting employers with legal issues associated with establishing on-site clinics and wellness programs
- Providing analysis and advice to employers concerning new employee benefit legislation and regulations
- Representing numerous employers in state and federal courts, courts of appeals, and other forums
- Providing consultation and advice to employers pertaining to benefits issues associated with collective bargaining, insurance practices, employer policies, and applicable laws
- Advising and defending employers on Americans with Disabilities Act and Family and Medical Leave Act matters

Charlie has written and spoken extensively on benefits-related topics ranging from the ACA and the legal environment of wellness programs to the Family and Medical Leave Act.



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### Milwaukee

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### Legal Assistant

#### Maureen Gibson

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### Industries

Higher Education

### Practices

Employee Benefits & Executive  
Compensation  
Employment Policies, Practices &  
Audits  
Labor & Employment Relations  
Labor-Management Relations

Charlie is an active member of the Employee Benefits Committee of the U.S. Chamber of Commerce and works with Chamber staff in providing comments to federal agencies on current and proposed employee benefits law.

Charlie's work is regularly honored by regional and national ranking organizations, such as *Chambers USA*, which named him a "Leader in the Field," and *The Best Lawyers in America*.

## **Experience**

Notable examples of Charlie's work include:

- Providing a health plan redraft and strategic planning advice to a manufacturing client who sought an affordable solution that did not require payment of ACA penalties.
- Representing a large dairy cooperative client in challenging a large assessment of multiemployer withdrawal liability through arbitration. Charlie obtained a very favorable settlement for his client.
- Identifying and recommending strategies to address multiemployer withdrawal liability risks. Through Charlie's advice, a client was able to modify certain employment structures to avoid a substantial liability assessment.
- Successfully advising a private equity client whose purchase of an electrical contracting firm was threatened by obligations associated with union pension liabilities that would have transferred to the buyer.
- Assisting a consortium of six Wisconsin technical colleges in creating a self-funded multiple employer health plan. As a result, Wisconsin statutes were changed to permit joint self-funding of health coverage for technical colleges.

## **Honors & Recognitions**

- Leading Employee Benefits & Compensation Lawyer, *Chambers USA*, 2005-present
- *The Best Lawyers in America*®, Employee Benefits (ERISA) Law, 2005-present

## **Professional Activities**

- Member of Board of Directors, Wellness Council of Wisconsin
- Past President, Greater Milwaukee Employee Benefits Council
- Member, Milwaukee Bar Association and Past Chairman of its Employee Benefits Section
- Member, American Bar Association, and the Employee Benefits Committee of its Labor and Employment Section
- Member, State Bar of Wisconsin
- Yellow Belt Certified, Legal Lean Sigma
- Member, Wisconsin Manufacturers & Commerce Health Care Committee
- Member, U.S. Chamber of Commerce Employee Benefits Committee

## **Education**

- Marquette University Law School, Juris Doctor (J.D.), 1981

- University of Wisconsin-Madison, Bachelor of Business Administration (B.B.A.), 1977

## **Admissions**

- Wisconsin
- United States Supreme Court
- United States Court of Appeals, Seventh Circuit
- United States District Court, Eastern District of Wisconsin
- United States District Court, Western District of Wisconsin

## **Community Involvement**

- Board of Directors, Blue Lotus Farm and Retreat Center
- Board of Governors, St. Thomas More Lawyers Society of Wisconsin

## **Related News**

### **EVENT**

May 21, 2019  
31st Annual Labor & Employment Relations Law Seminar

### **NEWS**

April 26, 2019  
Chambers USA Recognizes Twenty-Four Michael Best Partners in 2019 Rankings

### **NEWS**

August 15, 2018  
88 Michael Best Attorneys Named The Best Lawyers in America© 2019

### **EVENT**

May 10, 2018  
30th Anniversary Labor & Employment Relations Law Seminar

### **NEWS**

May 3, 2018  
Chambers USA Recognizes Twenty-Six Michael Best Partners in 2018 Rankings

### **PUBLICATION**

March 9, 2018  
The IRS Reduces the 2018 HSA Family Contribution and Adoption Assistance Limit

### **PUBLICATION**

January 23, 2018  
EEOC Voluntariness Standards for Wellness Programs Vacated

**EVENT**

November 14, 2017  
2017 Year-End Employee Benefits Issues and Planning for 2018

**PUBLICATION**

October 18, 2017  
Wisconsin Eliminates Domestic Partner Coverage for Public Sector Employees

**PUBLICATION**

October 17, 2017  
Budget Bill Modifies Wisconsin FMLA

**PUBLICATION**

October 12, 2017  
More Entities Now Exempt from ACA Contraceptive Mandate

**PUBLICATION**

October 2, 2017  
*Law360*  
Univ. Section 403(b) Retirement Plans: Litigation Update

**PUBLICATION**

September 12, 2017  
Attack on University Section 403(b) Retirement Plans – Litigation Update

**NEWS**

August 15, 2017  
87 Michael Best Attorneys Named The Best Lawyers in America© 2018

**PUBLICATION**

July 31, 2017  
The ACA Repeal/Replace Failure, an Upcoming Election Year, and What's on the Table This Week (Potentially) Impacting the ACA

**PUBLICATION**

June 8, 2017  
Benefit Plans of Church-Affiliated Organizations Remain Exempt from ERISA

**PUBLICATION**

June 8, 2017  
*Law360*  
What To Know About High Court's ERISA Exemption Decision

**NEWS**

May 26, 2017  
Twenty-Two Michael Best Partners Recognized in Chambers USA 2017

