

# Susan Bahme Blumenfeld

## Partner

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Susan Blumenfeld regularly applies her body of knowledge in counseling public and private-sector single and multi-employer pension and welfare funds on critically important benefits and tax issues, a complex area of the law for which she is recognized by her peers. She advises plan administrators and trustees on the day-to-day administration and operation of pension and welfare funds, including the requirements imposed on employee benefit plans by the Internal Revenue Code and ERISA as well as other federal and state laws, helping clients make sure they remain in compliance as they work to protect their members. Susan works with welfare funds regarding operational, design and administrative issues relating to claims procedures and appeals, subrogation policies and compliance with COBRA, HIPAA and the Affordable Care Act (ACA) among other issues.

Susan also advises clients regarding the design, implementation and administration of cafeteria plans, flexible spending account plans and health reimbursement arrangements. She represents clients in connection with audits by the Department of Labor and submissions to the Internal Revenue Service. Her work extends to guidance regarding pension plans, including 401(k) plans, on design, compliance and administration issues.

Susan counsels clients regarding their fiduciary responsibilities and represents them in negotiations with providers to the employee benefit funds, including prescription benefit managers, disease management services providers, investment consultants and others. She also represents her employee benefit fund clients in litigation regarding delinquent employer contributions.

## WHAT INSPIRES ME ABOUT MY WORK

"My motivation comes from knowing that what I do is important to our clients. They want the same basic things we all do: a living wage, job security, a safe working environment, good health benefits, enough money to give their children a head start in life and a



secure pension. By representing health and pension trust funds, I'm working every day to help our clients achieve their goals."

#### AWAY FROM WORK

"When not working, I enjoy spending time with my family, traveling, skiing, biking, cooking, curling up with a good book and walking my dog!"

### Practice Areas

- Department of Labor Investigations and Compliance
- Union Officer Training and Education
- Employee Benefits

### Education

- University of Pennsylvania Law School (J.D. , 1987)
- Northwestern University (B.A. , 1983)
  - Phi Beta Kappa

### Honors and Awards

- *The Best Lawyers in America*®, 2016 – present
- Distinguished Advocate, Support Center for Child Advocates, 2008

### Associations

#### Professional

- Philadelphia Bar Association, 1987 to present

#### Community

- Support Center for Child Advocates, Volunteer Attorney, 1988 to Present
- Support Center for Child Advocates, Board Member, 2018 to Present