

Joan Ebert Rothermel

Partner

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Joan Ebert Rothermel is a partner in the Firm's Labor & Employment Practice. Since implementation of the Employee Retirement Income Security Act (ERISA) in 1976, Joan's practice has focused on compliance with the everchanging employee benefits laws and regulations at the state and federal level, including those governing single and multiemployer pension and welfare plans.

From corporations to non-profits to multiemployer plans, Joan brings an incisive, thoughtful approach to all her clients' needs and guides them on a wide range of benefits and related issues, including:

- Affordable Care Act (ACA) reporting requirements and compliance
- Health Insurance Portability and Accountability Act (HIPAA) requirements
- Department of Labor (DOL) and Internal Revenue Service (IRS) matters, including correction methods and programs
- Withdrawal liability issues
- Fiduciary Responsibilities
- Plan documents, policies, and procedures
- Federal and state COBRA and mini-COBRA compliance
- Structuring deferred compensation plans and contracts with respect to compliance with Internal Revenue Code section 409A

Over her 40+ years of practice Joan has represented clients in almost all aspects of labor and employment law. She represents clients in discrimination charges at the Equal Employment Opportunity Commission (EEOC) and state and local fair employment practices agencies, and collective bargaining, among other things.

For Joan understanding and developing a relationship with her clients is important. It helps her to help them. She is proud of the fact that many clients date back to the 1980s and '90s, most recently having helped close a company upon the retirement of its owner, a client for 41 years.

Related Services

- Labor & Employment
- Benefits & Compensation
- Corporate, Securities, and M&A

Education

- Goucher College (B.A., *cum laude*)
- Fordham University School of Law (J.D., *cum laude*)

Bar Admissions

- New York
- District of Columbia
- U.S. Court of Appeals for the Third Circuit
- U.S. Court of Appeals for the District of Columbia
- U.S. District Court for the Eastern District of New York
- U.S. District Court for the Southern District of New York
- U.S. District Court for the Northern District of New York
- U.S. District Court for the Central District of Illinois

Professional Affiliations

- Founding Member, Gotham City Networking

Awards & Honors

- Martindale-Hubbell AV Rating
- *New York Super Lawyers*, 2012 - 2014, 2020 – 2025
- Member, Phi Beta Kappa
- Thaddeus Stevens Award, Fordham University School of Law
- West Publishing Award in Constitutional Law

Insights

December 18, 2024

Year-End and 2025 Action Items for Health Funds and 401(k) Plans

February 21, 2023

What You Need to Know About The Secure Act 2.0