



## **Michael T. Joliat** Shareholder

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Michael Joliat is a shareholder in Reinhart's Employee Benefits Practice and Multiemployer Plan (Taft-Hartley) Team, where his broad experience helps clients navigate complex regulatory issues.

He primarily acts as fund counsel to multiemployer (Taft-Hartley) health, retirement, apprenticeship, vacation and other benefits plans. Mike advises plan Trustees on ERISA compliance, the Internal Revenue Code, the Affordable Care Act, HIPAA and other federal law – always with an eye toward minimizing cost, complexity and disruption. As fund counsel, he manages plan contracting and litigation, drafts plan documents and provides other services to meet the general counsel needs of employee benefit plans and their fiduciaries. Additionally, he is a frequent author and speaker on issues facing multiemployer plans.

Michael's diverse educational background and broad array of interests are valuable assets to his clients. He is genuinely engaged in their organizations, working to understand their goals while offering creative and practical solutions. With a degree in mathematics, his knowledge base straddles various disciplines vital to employee benefit plans. He uses this unique perspective to empower trustees and their service providers to meet complex regulatory demands while efficiently administering their plans.

## **Education**

- J.D., with certificate in Taxation, DePaul University College of Law
- B.A. in theoretical mathematics, University of Colorado

## **Bar Admissions**

Minnesota

## **Court Admissions**

- U.S. District Court, District of Minnesota



## Practices

- Employee Benefits
- Litigation

## Services

- Multiemployer Plan (Taft-Hartley)

## Honors & Affiliations

- Minnesota State Bar Association
- Natural Resources Foundation (Advisory Board Member)

## Presentations

- Policy Review: Plan Operations to Insurance, 2023 Annual Conference, International Foundation of Employee Benefit Plans (October 4, 2023)
- Defined Contribution Plan Fee Litigation, International Foundation of Employee Benefit Plans Annual Conference, Las Vegas, NV (October 24 and 25, 2022)
- Michael T. Joliat & Pamela H. Nissen, What Your Attorney Wants You to Know About Your Investments, Presentation at the International Foundation of Employee Benefit Plans Power Up: Benefits Strategies and Innovation Virtual Conference (August 25, 2021)
- What You Lawyer Thinks You Should Know About Investments, International Foundation of Employee Benefit Plans Annual Conference, San Diego, CA (October 21, 2019)
- Lessons Only Experience Can Teach, International Foundation of Employee Benefits Plans Annual Conference, New Orleans, LA (October 16, 2018)
- Ask the Professionals, International Foundation of Employee Benefits Plans Annual Conference, New Orleans, LA (October 15, 2018)
- An Administrator's Compliance Checklist, International Foundation of Employee Benefits Plans Annual Conference, Las Vegas, NV (October 23, 2017)
- Lessons From Central States, International Society of Certified Employee Benefits Specialists Annual Conference, Denver, CO (September 20, 2017)
- The New ERISA Fiduciary Rule: Keeping Up With Change To Avoid Legal Mistakes, National Business Institute (March 2017)



- Litigation Implications of the Affordable Care Act, Federal Bar Association Annual Convention, San Juan, Puerto Rico (September 23, 2013)

## Presentations

- [No Magic Wand: Selected Problems with Reciprocity](#), *Benefits Magazine* (January 2024)
- [Finding Goldilocks: The Retiree Representative Under MPRA](#), *Benefits Magazine* (June 2015)
- A Gap in the Armor? Affordable Care Act Faces Challenges, *Bench & Bar of Minnesota* (October 2013)
- On January 14, 2014, The Affordable Care Act Goes Live. Are Your Clients Ready? *Hearsay*, a publication of the Minnesota State Bar Association (Spring 2013)
- Employee Benefit Plans and the Same-Sex Marriage Debate: The Effect of a First Circuit Decision that Section 3 of the Defense of Marriage Act is Unconstitutional, *Hearsay*, a publication of the Minnesota State Bar Association (Fall 2012)