

February 27, 2017 Blog

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# ERISA (10th Circuit): Does the ERISA Plan Breach Fiduciary Duties by Informing the Employer of an Employee/Disability Claimant's Substance Abuse Problem?

[Boom: The ERISA Law Blog](#)

Can an ERISA plan administrator tell an employer about an employee's substance abuse? Doesn't that breach fiduciary duties to the employee/claimant? Probably not. Check the employer's employment policies because an ERISA plan administrator's "[c]ompliance with [an employer's drug/alcohol] policy cannot constitute breach of fiduciary duty." This new case highlights the point. *Williams v. FedEx Corp.*...