

# **WORTH FIGHTING FOR**



## **2012 NCCMP ANNUAL CONFERENCE**

Co-sponsored by  
The Center for Construction Research and Training (CPWR) and  
The NCCMP Research and Education Corporation, Inc.

October 8 – 10, 2012  
Westin Diplomat Resort and Spa Hollywood, Florida

# A VIEW FROM THE CHAIR

## Worth Fighting For

**W**elcome to the 2012 Annual Conference of the NCCMP!  
Our theme “Worth Fighting For” pretty much sums up where we are on every front these days.

The global financial crisis has governments everywhere cutting basic public “Social Safety Net” programs in order to set their fiscal houses in order. Some pursuing the highest offices in the land argue they should be replaced with “vouchers” that simply perpetuate the failed “ownership society” proposals that would have turned Social Security into an individual account program.

The one exception to this trend is the passage of the Patient Protection and Affordable Care Act (the ACA). While this marks a milestone by our government to expand coverage to millions of uninsured Americans, the way the law was enacted has resulted in unintended consequences that threaten the competitive status of our contributing employers who have historically provided coverage in favor of those with a less responsible record.



Our pension plans have also been pummeled by the economy. The market losses suffered in 2008 have been compounded by lagging employment recovery. Artificially suppressed

interest rates intended to stimulate investment have instead depressed fixed-income returns and provide ammunition to those who argue that “risk free” rates of return should be used for the funding standards as the Pension Protection Act (PPA) is poised for reauthorization in 2014.

None of this is news to you. Those of you who are long-time members of the NCCMP know that our response has never been to take these challenges lying down. We all know that our health, pension and training trust funds are, in fact, “Worth Fighting For” and are central to what separates union labor from everyone else.

Over the next three days you will hear more about the pro-active steps we have been taking to lead the fight to meet these challenges. Not only have we taken the lead in urging an expanded interpretation of the ACA to help level the playing field for our contributing employers, we have engaged in a massive undertaking to address both the reauthorization of the multiemployer funding rules of the PPA and confront some of the more fundamental structural problems that have prevented new employers from joining our plans and encouraged many of our existing employers to leave the system.

As you learn more about these problems and our work to overcome them, we would remind you that our benefit plans are, indeed, “worth fighting for” and we welcome your help in this fight.

Faternally,

*Sean*

**Sean McGarvey**

**Chairman | NCCMP Board of Directors**

# WELCOME TO YOUR 2012 ANNUAL CONFERENCE

## If Not Now, When?

**F**or more than a decade – coinciding with the first “Recession” of the 21st century – the NCCMP has been engaged in what has seemed like a never-ending fight to preserve what countless hard working Americans fought for years to achieve – financial security for themselves and their families in their working years and into retirement.

During that time, the single-employer world has moved further away from traditional pension plans. “Pension Envy” is now a term that is understood by most workers, but is most apparent among those who are wholly dependent upon their 401(k) plan account balance and could do little more than watch as their pension security evaporated in the Great Recession of 2008. While those afflicted with this condition ask “If I don’t have a real “pension” any more, why should they?” they have missed the point that the real question should be “Why don’t I...?”

In the health care arena, legislators intent on passing “a” bill, did just that and the unfortunate circumstances of its passage left significant gaps with respect to multiemployer plans that are difficult if not impossible to overcome without the ability to pass technical corrections.



For more than a year we have been engaged on two parallel fronts that directly confront the challenges to our pension, health and training plans that demonstrate the multiemployer community’s commitment to the preservation of the benefit plans that separate the best from the rest. You will hear the details of this work during the next few days. What is most important to remember as you hear about these activities is the level of engagement from our community as we attempt to work together for solutions that meet the needs of all segments of that community. We all owe a debt of gratitude to those of you who have given so selflessly of your time, expertise and dedication to finding solutions to our problems that go beyond short-term adjustments to formulating long-term solutions as our plans go through the unavoidable next steps of evolution, without losing sight of our primary objectives to continue to provide the affordable and reliable economic security our participants have every right to expect.

As we go from the planning process to engaging in the legislative and regulatory processes, we will undoubtedly be asking many of you to remain, or to become actively engaged in the fight so that we do not miss the window of opportunity before it closes.

***Welcome to the Diplomat!***

***Work hard, play hard, and stay safe!***

Sincerely,

***Randy***

**Randy G. DeFrehn  
Executive Director**

# Saturday, October 6, 2012

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**12:00 – 3:00 pm**

**Conference  
Registration**

Registration Lobby

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**1:00 – 4:00 pm**

**Pre-Conference  
Seminar**

Conference  
Room 307

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## **Multiemployer Health and Welfare Funds and the Affordable Care Act: Leveling the Playing Field**

### **PANELISTS:**

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**Kathryn Bakich**  
Senior Vice President  
and National Health  
Care Compliance  
Practice Leader  
*Segal*



**Jeffrey S. Endick**  
Principal  
*Slevin & Hart, P.C.*



**John Slatery**  
Director of Benefits  
*International Brotherhood of Teamsters  
NCCMP Working  
Committee*



**Bonnie Summers**  
Executive Director  
*National Labor Office  
Blue Cross and  
Blue Shield  
National Association*



**Carolyn E. Smith**  
Counsel  
*Alston & Bird LLP*



**Brian Hale**  
Vice President and  
Assistant to the CEO  
*Union Labor Life  
Insurance Company*



**Mike Moran**  
Vice President  
of Sales, Taft-Hartley  
and Federal  
Business Segments  
*Cigna*

The decision by the Supreme Court that upheld the constitutionality of the Patient Protection and Affordable Care Act removed any remaining doubts that our plans will have to come into compliance as the Act becomes fully operational in the coming years.

Over the years since its enactment, the NCCMP and several of our members have been actively engaged in providing comments on proposed regulations and more actively in direct discussions with the Administration regarding how the unique aspects of multiemployer plans can be accommodated in the integration of health exchanges.

Today's session will explore the issues that will impact plans including a review of issued and pending regulations; how exchanges will work, what

## Saturday, October 6, 2012

the private insurance market is doing to respond to exchanges, which employers could be subject to the free rider penalty, a review of a possible structure under which workers who are eligible to obtain a federal tax credit subsidy to purchase coverage in an exchange may do so, and whether and, if so, to what extent that will have an impact on the plan.

Financial models showing the impact of the federal tax credit subsidies and employer penalties on the cost of providing health benefits will be presented.

Finally, bargaining considerations the parties will face in anticipation of changes coming in 2014 and beyond will be reviewed.

## Sunday, October 7, 2012

### **Annual NCCMP Charity Golf Outing Benefiting the NCCMP Research and Education Corporation, Inc.**

**Diplomat Country Club**

<b>7:00 am</b>	<b>Registration and Continental Breakfast</b>	Diplomat Country Club
<b>8:00 am</b>	<b>Shotgun Start</b>	
	<b>Lunch and Awards (Immediately Following)</b>	

### **Conference Registration**

<b>10:00 am – 2:00 pm</b>	Great Hall 3
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### **Welcoming Reception Beach Boy Bash**

<b>6:30 pm – 9:30 pm</b>	Suggested Attire – Dressy Casual	South Palm Court
	Alternate Location in Case of Inclement Weather	Great Halls 5 and 6

# Monday, October 8, 2012

<b>7:00 am – 1:30 pm</b>	<b>Conference Registration</b>	Great Hall 3
<b>7:00 am – 12:00 pm</b>	<b>Exhibit Hall</b>	Great Hall 3
<b>7:00 am – 8:00 am</b>	<b>Continental Breakfast</b>	Great Hall 3
<b>8:00 am – 10:15 am</b>	<b>Opening General Session</b>	Great Halls 1 and 2
	<b>Presentation of Colors, National Anthem and Pledge of Allegiance</b>	South Florida Color Guard

## Welcome and Introduction of Special Guests



**Randy G. DeFrehn**

Executive Director  
*NCCMP*

# Monday, October 8, 2012

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## CHAIRMAN'S ADDRESS: "Worth Fighting For"



**Sean McGarvey**

Chairman  
NCCMP Board of Directors  
President  
*Building and Construction  
Trades Department, AFL-CIO*

Multiemployer health and pension benefit plans have been a centerpiece of modern labor-management relations since the late 1940s. Unfortunately, the combination of catastrophic investment markets and health reform legislation that largely failed to accommodate to the unique features of multiemployer plans have employers and labor organizations alike grappling with how to preserve the economic security provided by our plans without destroying our employers' ability to compete. The stakes are high, but losing our plans is not an option. They are clearly "Worth Fighting For."

In his opening remarks, Chairman McGarvey will provide an overview of the challenges facing our plans and steps being taken by the NCCMP and the broader multiemployer community to ensure their survival.

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**8:45 am – 9:30 am**

**Keynote Address**

Great Halls  
1 and 2

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## KEYNOTE ADDRESS: Challenges and Opportunities Facing the Multiemployer Pension System

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### KEYNOTE SPEAKER:



**Joshua Gotbaum**

Director  
*Pension Benefit  
Guaranty Corporation*

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### INTRODUCTION BY:



**Lorraine Lewis**

Executive Director  
*UMWA Health and  
Retirement Funds*

With the multiemployer funding rules contained in the PPA scheduled to sunset in 2014, the PBGC and the multiemployer plan community face significant challenges as well as opportunities for creative solutions to preserve the future retirement security of active and retired workers alike.

Mr. Gotbaum will share his thoughts on these and other issues pertaining to the multiemployer system and PBGC's ongoing role.

# Monday, October 8, 2012

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**9:30 am – 10:15 am**

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## **Challenges to Retirement Security are Universal**

### **MODERATOR:**

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**D. James Walker**

CEO

*Great Lakes Fabricators and Erectors Association*

### **PANELISTS:**

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**Francesco  
Briganti**

Director

*European Association of Paritarian  
Institutions (AEIP)*



**Randy G. DeFrehn**

Executive Director

*NCCMP*



**Diann Howland**

Vice President,  
Legislative Affairs  
*American Benefits  
Council (ABC)*

**Matti Leppälä**

Secretary  
General, CEO  
*European Federation  
for Retirement  
Provision (EFRP)*

The financial market collapse of 2008, ensuing recession, and ongoing unemployment crisis are all global phenomena. Just as they have placed enormous strain on our retirement security programs in the US, they have had a similar effect on programs around the world.

In this session we will hear from our colleagues who represent both single and multiemployer benefit plans and their sponsors in Western Europe and the US and touch upon recent joint efforts to better leverage our ability to influence public policy by expanding the scope of our current consortium.

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**10:15 am – 10:30 am**

**Break –  
Exhibit Hall**

Great Hall 3

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# Monday, October 8, 2012

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**10:30 am – 12:30 pm**

**General Session**

Great Halls  
1 and 2

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## **Challenges Facing the Multiemployer Defined Benefit System: The Report of the NCCMP Retirement Security Review Commission**

### **MODERATOR:**

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**Marc E. LeBlanc**

Fund Administrator and General Counsel  
*Sheet Metal Workers  
National Pension Fund  
NCCMP Steering Committee*

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### **Perspectives on Challenges Facing Multiemployer Pension Plans in the US**

### **TOPIC INTRODUCED BY:**

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**Josh Shapiro**

Deputy Director for Research and Education  
*NCCMP*

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### **Employee Perspective: The Retirement Security Imperative**

### **PANELISTS:**

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**Eugene  
Caccamise**

President  
*Bricklayers and  
Allied Craft Workers  
Local 3 New York*



**Steve Sleight**

Executive Director  
*International Asso-  
ciation of Machinists  
National Pension Fund*

The past decade has highlighted both the resilience and the vulnerability of the multiemployer defined benefit pension system.

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This session will examine the current funded position of multiemployer plans and explore both of these concepts from the Employees' point of view.

For generations, defined benefit plans have been, and remain, the foundation of worker retirement security. The shift to defined contribution structures common among corporate plans over the past 30 years has been generally limited to supplemental benefit plans in the multiemployer context.

Nevertheless, the double barreled recessions in the past decade and the tighter funding requirements of the Pension Protection Act have resulted in the elimination of early retirement subsidies for some and significantly lower benefit accruals for many other active employees who, along with their contributing employers, have had to shoulder the entire financial burden of restoring plans to financial health. These trends have strained the long-held tradition of intergenerational solidarity and are causing many to question the adequacy and equity of funding their own retirement security. This panel will discuss:

- The immense value of regular and predictable retirement income and the sacrifices that have been necessary to restore the financial health of the plans following the 2008 crisis and ongoing recession.
- The need for additional tools for plan sponsors and trustees to respond to changing economics and industry specific challenges without having to seek specific Congressional authority following each event.

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## Employer Perspective: The Realities of the New Financial Disclosure and Credit Markets

### PANELISTS:

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**MaryAnn Lawrence**

Senior Vice President  
Commercial Credit  
Risk Review  
Risk Review Group  
*KeyBank*



**David S. Lomax**

Assistant Vice President/Underwriting Officer

*Liberty Mutual Surety*



**William W. Brown**

President and Chief Executive Officer

*Ben Hur Construction Company*

Decades after MPPAA created withdrawal liability as a means of stabilizing employer participation in multiemployer plans, a combination of complex and generally misunderstood rules and poorly conceived new financial disclosure requirements have reverberated through the financial services community, changing the rules for how many contributing employers access credit and fundamentally transforming the way they view their continued contributing status. For some, this has meant finding the quickest path to

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the door, for others it has spotlighted the need for new tools to continue to provide retirement security for their employees in a way that allows them to remain competitive. For those who are not currently signatory to collective bargaining agreements, it provides a strong argument against joining the existing system.

This panel will review:

- The response to new FASB reporting standards by investment analysts and credit rating agencies
- The effects of tighter standards for lenders resulting from the 2008 banking failures; and
- The experience of employers whose businesses are dependent on access to affordable credit

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## Findings and Recommendations of the NCCMP Retirement Security Review Commission

### PANELISTS:

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**David Blitzstein**

Special Assistant for  
Multiemployer Plans  
*United Food and  
Commercial Workers  
International Union*  
NCCMP Steering  
Committee

**Christopher Heinz**

CEO  
*Heinz Strategies*

**John S. "Rocky"  
Miller, Jr.**

Partner  
*Cox Castle &  
Nicholson*  
NCCMP Board  
of Directors

**Christopher J.G.  
Brockmeyer**

Director, Employee  
Benefit Funds  
*The Broadway League*  
NCCMP Board  
of Directors

**James S. Ray**

*The Law Offices  
of James S. Ray*

With the multiemployer funding rules of the PPA scheduled to sunset in 2014, the community has a unique opportunity to provide input to Congress regarding its effectiveness and to address the broader concerns of both employees and employers for the future of multiemployer pension plans.

Over the past fifteen months, representatives of plan settlors, plan trustees and administrators, significant employers and other prominent members of the broad multiemployer community have engaged in an extensive review of the current system, its strengths, weaknesses and factors expected to influence plans for the foreseeable future. This session will review the goals of the Commission, the process employed and highlights of the recommendations that have resulted from their collective efforts.

# Monday, October 8, 2012

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**12:30 pm – 2:00 pm**

**Lunch**

Open

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**2:00 pm – 3:15 pm**

**Optional Concurrent Workshops**

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Rooms 312 – 313

## A CONVERSATION WITH THE ASSISTANT SECRETARY: **Key Regulatory Issues Facing Multiemployer Plans**

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### MODERATOR:



**John Bohman**

Partner

*O'Donoghue &*

*O'Donoghue LLP*

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### SPEAKER:



**Phyllis C. Borzi**

Assistant Secretary

*U.S. Depart-*

*ment of Labor*

*Employee Benefit*

*Security Admin-*

*istration*

The Pension Protection Act, the Patient Protection and Affordable Care Act, expanded fee disclosure and increased scrutiny of training and apprenticeship programs are all areas in which recent guidance has been promulgated by the Department with more to come.

In this session, Assistant Secretary Borzi will discuss these and other DOL Regulatory initiatives and priorities with Conference participants.

# Monday, October 8, 2012

## **Knowledge is Power: Proactive Retirement Income Planning**

### **The Trustees' Role in Helping Members Understand Their Retirement Benefits**

Room 307

#### **MODERATOR:**



**William T. Sweeney, Jr.**  
Administrator  
*Plumbers & Pipefitters National Pension Fund, NCCMP Steering Committee*

#### **SPEAKER:**



**David Brenner**  
Senior Vice President  
The Segal Company  
*NCCMP Working Committee*



**Robert O. Betts, Jr.**  
Administrator  
*National Elevator Industry Benefit Plans*

You know how to build a great retirement benefit program. But do you know how to help plan participants understand the value of what you've created – and what they've earned?

Typically, multiemployer plan trustees focus on building the programs, and spend less time communicating with members about the relative value of their benefits or how to navigate the increasingly complex rubric of pre-retirement decisions. Regulators are looking with increasing scrutiny at how plan fiduciaries inform participants about full utilization of their retirement benefits.

Earlier this year the DOL released a Field Assistance Bulletin for 408(b)(2) regulations which require certain covered service providers to release information on fees and cost to be used in participant-level disclosures. These new disclosures create opportunities for trustees to focus participants' attention on the value of their retirement benefit plans, as well as associated risks, and key decision-making that must occur as participants plan for their own retirements.

This session will provide an overview of issues and strategies when considering the fiduciaries role in communicating with plan participants about their retirement benefits.

# Monday, October 8, 2012

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**3:30 pm – 5:00 pm**

Room 307

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## **Lawyers and Administrators Advisory Group Meeting**

### **FACILITATOR:**

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**Thomas C. Nyhan**

Executive Director and General Counsel  
*Central States Benefits Funds*

Just can't get enough of code sections and actuarial jargon? While the agenda is jammed with content, if your issue is not on it this is your chance to bring up the topic you were hoping to have discussed.

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**6:00 pm – 7:00 pm**

**Reception**

South Palm Court\*

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*\*Inclement weather back-up Great Hall Foyers 1 and 2*

# Tuesday, October 9, 2012

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**7:00 am – 1:30 pm**

**Conference  
Registration**

Great Hall 3

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**7:00 am – 12:00 pm**

**Exhibit Hall**

Great Hall 3

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**7:00 am – 8:00 am**

**Continental  
Breakfast**

Great Hall 3

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**8:00 am – 10:00 am**

**General Session**

Great Halls  
1 and 2

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**8:00 am – 8:15 am**

**Opening  
Remarks**

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**Randy G. DeFrehn**

Executive Director  
*NCCMP*

# Tuesday, October 9, 2012

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**8:15 am – 9:00 am**

**Keynote Address**

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## Regulatory Challenges for Multiemployer Plans

### INTRODUCTION BY:

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**Thomas C. Nyhan**  
Executive Director and  
General Counsel  
*Central States Funds  
NCCMP Steering  
Committee*

### SPEAKER:

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**Phyllis C. Borzi**  
Assistant Secretary  
*U.S. Depart-  
ment of Labor  
Employee Benefit  
Security Admin-  
istration*

Multiemployer plans face a variety of evolutionary changes over the coming years. Not the least of these is how to integrate them with the Affordable Care Act. In developing guidance, the three agencies with jurisdiction have attempted to develop policies that are true to the intent of the act while addressing concerns of a host of constituencies. Because of their unique characteristics, multiemployer plans represent special challenges. In this session, assistant Secretary Borzi will discuss these as well as other regulatory issues affecting multiemployer pension and training and apprenticeship plan issues.

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**9:00 am – 11:00 am**

**General Session**

Great Halls  
1 and 2

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## Challenges of the Affordable Care Act (ACA)

### MODERATOR:

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**Arthur Drechsler**  
Executive Director  
*Equity League Pension and Health Trust  
NCCMP Steering Committee*

The impact of the Affordable Care Act on multiemployer health benefit plans will be reviewed through a series of panel presentations during this morning's general session moderated by Art Drechsler.

# Tuesday, October 9, 2012

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## Recent and Pending Guidance for Bringing Your Health Plan into Compliance

### PANELISTS:

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**Kathryn Bakich**

Senior Vice President  
and National Health  
Care Compliance  
Practice Leader  
*Segal  
NCCMP Working  
Committee*



**Dania Palanker**

Senior Health Policy  
Advisor  
*National Women's  
Law Center*

This session will examine:

- The evolving regulatory guidance including the recently proposed 90 Day Rule, the transition premium stabilization fees, standards related to reinsurance, Risk Corridors and Risk Adjustment.
- The economic considerations involved with the premium tax subsidies provided under the Act.
- New rules regarding Preventive Care coverage with specific emphasis on requirements related to Womens' preventive care coverage.

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**9:45 am – 10:00 am**

**Break –  
Exhibit Hall**

Great Hall 3

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**10:00 am – 12:00 pm**

**General  
Session**

Great Halls  
1 and 2

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# Tuesday, October 9, 2012

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## Integrating Multiemployer Plans and Health Exchanges

### PANELISTS:

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**Kathryn Bakich**  
Senior Vice President  
and National Health  
Care Compliance  
Practice Leader  
*Segal*



**Carolyn E. Smith**  
Counsel  
*Alston & Bird LLP*



**John Slatery**  
Director of Benefits  
International Brother-  
hood of Teamsters  
*NCCMP Working  
Committee*



**Jeffrey S. Endick**  
Principal  
*Slevin & Hart, P.C.*

Employees who participate in multiemployer health benefit plans are not eligible for premium tax subsidies authorized under the Affordable Care Act — which limits eligibility for subsidies to persons not eligible for employer sponsored coverage and who purchase individual coverage from an issuer listed on an Exchange.

This panel will explore the rules that define who can access these subsidies and the circumstances and administrative structures that can be utilized under which employees for whom contributions to multiemployer health benefit plans are currently required can potentially benefit from available subsidies.

The group will also discuss issues that the bargaining parties must confront in the coming months.

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## State Health Care Exchanges: A Private Insurance Industry Perspective

### PANELISTS:

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**Bonnie Summers**  
Executive Director  
*National Labor Office  
Blue Cross and  
Blue Shield  
National Association*



**Mike Moran**  
Vice President of  
Sales  
*Taft-Hartley and  
Federal Busi-  
ness Segments  
Cigna*



**Brian Hale**  
Vice President and  
Assistant to the CEO  
*Union Labor Life  
Insurance Company*

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Private insurers serving multiemployer plans that wish to participate in State Health Exchanges are struggling with many of the same questions as multiemployer plans.

This panel will feature representatives of the commercial insurance industry as they share their perspective on how the creation of exchanges might affect their labor market business models.

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**11:00 am – 11:30 am**

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## Assessing Post-Election Legislative Opportunities

### INTRODUCTION BY:

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**Joseph LoCicero**  
President and CEO  
*Segal*  
*NCCMP Working*  
*Committee*

### SPEAKER:

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**The Honorable  
Earl R. Pomeroy, III**  
Counsel  
*Alston & Bird, LLP*

The multiemployer community has identified an ambitious legislative and regulatory agenda for pension and health reform.

The results of the upcoming election will affect the legislative strategy necessary to achieve those objectives. In this session, former Congressman Earl Pomeroy will discuss the factors that will influence Congress' priorities as they struggle to meet their fiscal challenges and how the multiemployer community can capitalize on those priorities.

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**11:30 am – 12:00 Noon**

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## Smart Mart Update: Streamlining Safety and Health Training Curriculum

### INTRODUCTION BY:

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**Josh Shapiro**  
Deputy Executive  
Director for Research  
and Education  
*NCCMP*

### SPEAKER:

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**Chris Trahan**  
Deputy Director  
*Center for*  
*Construction*  
*Research and*  
*Training (CPWR)*

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The Building Trades Department has recently unveiled a drastic change to how the Smart Mark safety and health training curriculum is distributed. Rather than having instructors go through a cumbersome and slow ordering process from Department staff, the program has been moved to an online curriculum distribution system. This will allow local Joint Apprenticeship and Training Committee instructors authorized by their international unions to have direct access to all program materials immediately to use in their classroom OSHA outreach training. It will also allow the Department to update the curriculum for minimal cost as needed. The site will be described and how access is granted will be explained.

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**12:00 pm – 1:30 pm**

**Award  
Presentation**

Grand Ballroom  
East

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## INTRODUCTION BY:

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**Randy G. DeFrehn**

Executive Director  
*NCCMP*

## AWARD PRESENTATION BY:

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**Phyllis C. Borzi**

Assistant Secretary  
*U.S. Department of Labor*  
*Employee Benefit Security Administration*  
2010 Recipient John L. Lewis Award

## Presentation of the

## 12th Annual John L. Lewis Award

to



**Judith F. Mazo**

**Senior Vice President (Retired)**  
**The Segal Company**  
**NCCMP Working**  
**Committee (Emeritus)**

## On Behalf of a Grateful Multiemployer Community

Remarks by Previous Award Recipients

# Tuesday, October 9, 2012

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**2:00 pm – 3:15 pm**

**Optional Concurrent  
Workshops**

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## Ask the Regulators

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Great Halls 1 and 2

### MODERATOR:

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**Carolyn E. Smith**

Counsel

*Alston & Bird LLP*

### PANELISTS:

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**Diane Bloom**

Tax Law Specialist

Employee Plans

*Internal Revenue  
Service*



**Bruce Perlin**

Manager

Multiemployer Plan

Program Division

*Pension Benefit  
Guaranty Corporation*

**Louis Campagna**

Chief, Division

of Fiduciary

Interpretations

Office of Regulations  
and Interpretations

*Employee*

*Benefits Security*

*Administration*

*U.S. Department  
of Labor*

A perennial favorite, this workshop provides an opportunity for you to participate in an open dialogue with representatives of the various regulatory agencies with jurisdiction over our plans regarding the most important issues you are facing.

You bring the issues. They bring the answers.

# Tuesday, October 9, 2012

## United Against Diabetes and Cardiovascular Disease

Diplomat Ballroom 5

### MODERATOR:



**Josh Shapiro**

Deputy Executive Director for  
Research and Education  
*NCCMP*

### PANELISTS:



**Kristen Kucera,  
PhD, M.S.P.H.**

Assistant Professor  
*Duke University*



**Knut Ringen, Dr. P.H.,  
M.H.A., M.P.H.**

Principal and CEO  
*Stoneturn Consultants*



**Regina Reardon**

President  
*Healthcare  
Strategies, Inc.*

Diabetes and related chronic conditions are growing at epidemic rates and are becoming the leading health care cost drivers for the foreseeable future. The central mission of the United Against Diabetes and Cardiovascular Disease (UAD / CVD) program is to study the impact that disease management programs and other initiatives have on these diseases. In simple terms, we are trying to gather data that will tell us what works, and what does not.

This workshop will address several aspects of this program. First, a fund that has taken an exceptionally proactive approach to improving wellness among its participants will share its perspectives on this process. Then, the focus will shift to how the UAD / CVD program can partner with funds to ensure that everyone is able to benefit from the experiences of groups that have already undertaken various initiatives. Lastly, the session will cover the sophisticated claims analysis techniques that UAD / CVD employs when evaluating the impact that a particular intervention program has had on a plan population.

# Wednesday, October 10, 2012

<b>7:00 am – 12:00 pm</b>	<b>Exhibit Hall</b>	Great Hall 3
<b>7:30 am – 8:30 am</b>	<b>Continental Breakfast</b>	Great Hall 3
<b>8:30 am – 12:00 noon</b>	<b>General Session</b>	Great Hall 1 and 2
	<b>Opening Remarks</b>	



**Randy G. DeFrehn**

Executive Director  
*NCCMP*

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## **Pensionomics: Measuring the Economic Impact of Defined Benefit Pension Expenditures**

### **INTRODUCTION BY:**



**Earl Pomeroy**

Counsel  
*Alston & Bird LLP*

### **SPEAKER:**



**Diane Oakley**

Executive Director  
*National Institute for Retirement Security*

The National Institute on Retirement Security (NIRS) is at the forefront of studying the impact that defined benefit pension plans have on the American economy.

Their groundbreaking *Pensionomics* study is an in-depth analysis of the role that public sector defined benefit plans have on the economies of each of the 50 States. The study quantifies how these pension plans encourage economic activity, generate tax revenues, and most importantly, create jobs.

This session will review the findings of this study, and will also cover the data and analysis that support them.

# Wednesday, October 10, 2012

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**9:15 am – 11:30 am**

**Agency  
Updates**

Great Hall  
1 and 2

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## MODERATOR:

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**Charles A. Storke**

Director

*Trucker Huss APC*

*NCCMP Steering Committee*

## Recent IRS Regulatory Activities Affecting Multiemployer Plans

## SPEAKER:

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**Diane Bloom**

Tax Law Specialist

Employee Plans Division

*Internal Revenue Service*

This session will feature a review of the recent regulations and policy issues in which the IRS is currently engaged.

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**9:45 am – 10:00 am**

**Break**

Great Hall 3

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## PBGC Update

Concerns over a growing list of plans facing long-term funding issues, and recent changes to strengthen the Agency's governance and operations are but two of the topics the PBGC will be discussing in this year's update.



**Bruce Perlin**

Manager, Multiemployer Plan  
Program Division

*Pension Benefit*

*Guaranty Corporation*

# Wednesday, October 10, 2012

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## Department of Labor

### **Louis Campagna**

Chief, Division of Fiduciary Interpretations  
Office of Regulations and Interpretations  
*Employee Benefits Security Administration*  
*U.S. Department of Labor*

Over the past year the DOL has undertaken initiatives involving the redefinition of the fiduciary standards, expanding trust fund expense reporting requirements and, along with the IRS and HHS have joint responsibility for implementation of the ACA. We look forward to hearing of these developments.

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## NCCMP Open Forum



### **Randy G. DeFrehn**

Executive Director  
*NCCMP*

This session offers one last opportunity to raise issues that have not been addressed or to comment on the overall content and flow of the conference.

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**12:00 noon**

**Closing Announcements  
and Adjournment**

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# 12<sup>th</sup> ANNUAL JOHN L. LEWIS AWARD



Creation of the UMWA Welfare Fund, May 29, 1946. Pictured seated from left are President Harry Truman, Secretary of the Interior Julius Krug and Lewis. The signing ceremony occurred in the White House Oval Office.

Created to recognize those whose actions emulate those of the man whose vision spawned the creation of the largest, most influential multiemployer funds in history, it is our distinct honor and privilege to present this

## 12th Annual John L. Lewis Award to

**Judith F. Mazo**



In recognition of

**A Lifetime of Dedicated Service  
to the Protection and Advancement  
of Multiemployer Benefit Plans**

On Behalf of a Grateful Multiemployer Community

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# SPEAKER BIOGRAPHIES

## KATHY BAKICH

**Senior Vice President and National Director of  
Healthcare Compliance**

*Segal*



Ms. Bakich joined The Segal Company's Washington, DC office as National Director of Healthcare Compliance in 1998. She became a Vice President in 2000 and a Senior Vice President in 2005.

Ms. Bakich has more than 20 years of experience with health care compliance. She works with the national staff of the Health and Compliance Practices and is responsible for the dissemination of health compliance information to staff, monitoring federal and state laws and regulations, preparing amendments for health plans and summary plan descriptions based on national models, and collaborating with other health compliance specialists.

Ms. Bakich specializes in research and analysis on federal laws and regulations affecting health coverage such as the Affordable Care Act, ERISA, Medicare, managed care regulations, HIPAA, COBRA, the Newborns' and Mothers' Health Protection Act, the Mental Health Parity and Addiction Equity Act, and the Women's Health and Cancer Rights Act. Prior to joining The Segal Company, Ms. Bakich was an attorney in private practice representing multiemployer health plans and an appellate administrative law judge.

Ms. Bakich graduated in 1979 with a BA in Political Science, in 1982 with an MA in Public Policy, and in 1985 with a JD from the University of Missouri. She has been admitted to the Bar in the District of Columbia, United States Supreme Court, and multiple federal district and appellate courts.

Ms. Bakich is a member of the Working Committee of the National Coordinating Committee for Multiemployer Plans (NCCMP). She is also a member of the Health Technical Issues Taskforce of the American Benefits Council (ABC), the Employers Council on Flexible Compensation (ECFC) Flex Advisory Council, the American Health Lawyers Association, the American College of Employee Benefits Council, and the American Bar Association.

Ms. Bakich has published several articles about employee health and welfare benefits, including a series of articles discussing HIPAA Administrative Simplification, EDI, and Privacy in the *Benefits Law Journal*. She is a co-author of the *Employers' Guide to HIPAA Privacy Requirements*, published by Thomson Publishing Group.

# SPEAKER BIOGRAPHIES

## ROBERT BETTS

### Executive Director

*National Elevator Industry Benefit Plans*



Mr. Betts is Executive Director of the National Elevator Industry Benefit Plans which include the Pension, Health Benefit and 401(k) and Annuity for the International Union of Elevator Constructors. The national funds are administered from offices in Newtown Square, PA with a staff of 90 employees. The IUEC funds cover 20,000 active members, 15,000 retirees and their dependents.

The funds have combined assets of over \$7 billion.

From 1989 until being named Executive Director in 2003, Mr. Betts served as Finance Director for the funds.

## DAVID S. BLITZSTEIN

### Special Assistant for Multiemployer Funds

*United Food & Commercial Workers  
International Union*



As Special Assistant for Multiemployer Plans for the United Food & Commercial Workers International Union (UFCW), Mr. Blitzstein currently serves as a trustee on six Taft-Hartley pension funds and one health fund representing half a million plan participants. In addition, Mr. Blitzstein advises the UFCW International leadership on employee benefit policy issues.

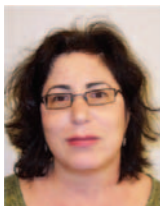
Between 1990 and 2006, Mr. Blitzstein served as the Director of the Negotiated Benefits Department of the UFCW, and was responsible for providing collective bargaining advice on health insurance and pension issues.

Mr. Blitzstein represents the UFCW as a member of the Steering Committee of the National Coordinating Committee for Multiemployer Plans (NCCMP is a lobbying group for multiemployer plans), a member of the Employee Benefits Research Institute (EBRI), a member of the National Academy of Social Insurance and a Director of the Pension Research Council of the Wharton School – University of Pennsylvania. Mr. Blitzstein is a frequent speaker at policy forums on retirement and health care. In April of 2008, Mr. Blitzstein was appointed by the Governor of Maryland to serve a four year term on the Board of Trustees for the Maryland State Retirement and Pension Systems. In June of 2011, Mr. Blitzstein was appointed by President Obama to the Advisory Committee of the Pension Benefit Guaranty Corporation (PBGC) for a 3 year term.

Mr. Blitzstein is a graduate of the University of Pennsylvania and holds a master of science in labor studies from the University of Massachusetts in Amherst.

# SPEAKER BIOGRAPHIES

## DIANE BLOOM



**Tax Law Specialist**  
*IRS*

Diane Bloom has been a tax law specialist with the Employee Plans division of IRS, Tax Exempt and Governmental Entities for over twenty years, and is currently an acting manager in Guidance. Much of her work at IRS has focused on multiemployer pension plans. She is a graduate of Bryn Mawr College and the Georgetown University Law Center, from which she received both a JD and an LLM in tax law.

## JOHN L. BOHMAN



**Partner**  
*O'Donoghue & O'Donoghue*

Mr. Bohman has been a partner in the firm since 1986. He graduated from the Columbus School of Law at Catholic University in 1980. His undergraduate degree is from Saint Louis University (1973), where he majored in Philosophy. He also has a master's degree in Social Work from the University of Pittsburgh (1977) with a concentration in Social Policy,

Planning, and Administration.

Mr. Bohman joined the firm upon graduation from law school. He has experience in all aspects of the firm's practice, but his primary focus has been on the Employee Retirement Income Security Act (ERISA). He serves as counsel to two national multiemployer pension funds, a national multiemployer 401(k) plan, a national multiemployer health and welfare fund, a family of regional multiemployer benefit plans, and the staff pension plan of an international union. Mr. Bohman also assists various unions in addressing the ERISA issues facing their membership.

Mr. Bohman specializes in plan administration, regulatory and legislative compliance, and fiduciary issues. His practice areas include contract negotiations, claims and appeals, plan documents, pension plan qualification, reporting and disclosure, the fiduciary aspects of plan investments, Qualified Domestic Relations Orders, plan mergers and transfers, reciprocity between plans, and withdrawal liability.

Mr. Bohman is a member of the District of Columbia bar. He has served in the past, as co-chair of the Subcommittee on Retirement Plan Design, Qualification, and Administration of the Employee Benefits Committee of the Section of Labor and Employment Law of the American Bar Association. He is a fellow of the American College of Employee Benefits Counsel.

# SPEAKER BIOGRAPHIES

## PHYLLIS C. BORZI

### Assistant Secretary

*U.S. Department of Labor*

*Employee Benefits Security Administration*



Assistant Secretary Phyllis C. Borzi was confirmed on July 10, 2009 as Assistant Secretary of Labor of the Employee Benefits Security Administration (EBSA). EBSA oversees nearly 700,000 private-sector retirement plans, approximately 2.5 million health plans, and other welfare benefit plans that provide benefits to approximately 150 million Americans. As agency head, she oversees

the administration, regulation and enforcement of Title I of the Employee Retirement Income Security Act of 1974 (ERISA).

Previously, Ms. Borzi was a research professor in the Department of Health Policy at George Washington University Medical Center's School of Public Health and Health Services. In that position, she was involved in research and policy analysis involving employee benefit plans, the uninsured, managed care, and legal barriers to the development of health information technology. In addition, she was of counsel with the Washington, D.C. law firm of O'Donoghue & O'Donoghue LLP, specializing in ERISA and other legal issues affecting employee benefit plans, including pensions and retirement savings, health plans, and discrimination based on age or disability.

From 1979 to 1995, Borzi served as pension and employee benefit counsel for the U.S. House of Representatives, Subcommittee on Labor-Management Relations of the Committee on Education and Labor. In 1993, she served on working groups dealing with insurance reform, workers' compensation and employer coverage in connection with the Clinton Task Force on Health Care Reform.

Borzi is a charter member and former President of the American College of Employee Benefit Counsel and served on its Board of Governors from 2000-2008; former member and former co-chair of the Advisory Board of the BNA Pension & Benefits Reporter; former member of the Advisory Committee of the Pension Benefit Guaranty Corporation; and former member of the Advisory Board of the Pension Research Council, The Wharton School, The University of Pennsylvania; and former member of the Board of the Women's Institute for a Secure Retirement (WISER). In 2008, she was appointed by the U.S. District Court for the Northern District of Ohio and served as a public member of the Administrative Committee for the Goodyear retiree health trust.

Borzi has published numerous articles on ERISA, health care law and policy and retirement security issues and has been a frequent speaker to legal, professional, business, consumer and state and local governmental organizations. An active member of the American Bar Association, Borzi is the former chair of the ABA's Joint Committee on Employee Benefits. She holds a Master of Arts degree in English from Syracuse University and a J.D. from Catholic University Law School, where she was editor-in-chief of the law review. She is a member of the District of Columbia Bar and is admitted to practice before the U.S. Court of Appeals for the District of Columbia Circuit and the U.S. Supreme Court.

# SPEAKER BIOGRAPHIES

## DAVID BRENNER



### Senior Vice President and Benefits Consultant *Segal*

Mr. Brenner joined The Segal Company's Boston office in 1995 as a Benefits Consultant working with clients throughout New England and nationally. He was named Vice President in 1999 and Senior Vice President in 2007. Mr. Brenner specializes in consulting to multiemployer funds, including health and welfare plans, defined benefit pension plans and defined contribution pension plans. He also consults to joint labor management apprenticeship and training programs on operational issues. Mr. Brenner's current clients include a range of local, statewide, regional and national plans.

Mr. Brenner is a member of Segal's Multiemployer Leadership Group. As the Industry Group Leader for the Building Trades, he constantly monitors relevant legislation, trends, and developments to ensure that Segal's Building Trades clients are prepared and informed. He is involved in strategic planning initiatives for multiemployer services and product development. He works closely with Segal's Director of Research as a member of the Working Committee of the National Coordinating Committee for Multiemployer Plans (NCCMP), providing guidance on public policy, legislative and regulatory issues and other matters of interest to multiemployer plans.

Prior to joining Segal, Mr. Brenner served as a Trustee of a health and welfare fund and a defined benefit pension plan. He has been an officer and employee of local and international unions, involved in all levels of union administration, including organizing, servicing and negotiating collective bargaining agreements.

Mr. Brenner is a graduate of the University of Massachusetts at Amherst with a BA with Individual Concentration (Labor Studies). He received a JD from Northeastern University's School of Law.

Mr. Brenner is a frequent speaker at benefits conferences and other industry forums, and has taught labor history courses at the college level. He wrote the following article, cited as an authoritative analysis of the construction industry by the New Jersey Supreme Court in a prevailing wage case:

"The Effect of ERISA Preemption on Prevailing Wages and Collective Bargaining in the Construction Industry," *Detroit College of Law Review* (Fall 1993).

# SPEAKER BIOGRAPHIES

## FRANCESCO BRIGANTI

### Director

*European Association of Paritarian Institutions*



Francesco Briganti is Italian and he is 37 years old. He got his degree in law at the University of Bologna (Italy) after several periods of study and research in France, Spain and Ireland. In 2006, he obtained a Master degree in International Political Economy at the University of Kent (UK).

After working in the EU affairs for different lobbying Organisations in Brussels since November 2006, he has become the legal advisor for AEIP (European Association of Paritarian Institutions of Social Protection).

He is in charge of studies, common positions, lobbying activities and monitoring of EU policies in the field of the social protection in Europe (In particular: pension policies of EU and Member States; social services and competition law issues; health care services; collective bargaining and labour-market reforms; movement and posting of workers throughout Europe).

In April 2009 he was appointed Director of the Brussels Office of the AEIP. Since 2012, He is a PHD student in European Social Law at the University of Modena (Italy) and he is currently cooperating with several professors and universities throughout Europe. In 2012, he was appointed Director of the entire AEIP's structure.

## CHRISTOPHER BROCKMEYER

### Director, Employee Benefit Funds

*The Broadway League, Inc.*

### Board of Directors

*National Coordinating Committee for  
Multiemployer Plans*



Christopher Brockmeyer has been the Director of Employee Benefit Funds for the Broadway League, the national trade association for the Broadway theatre industry, since 2007. Chris acts as an employer-appointed trustee and/or Co-Chairman on 11 multiemployer pension funds, 9 health funds and 4 annuity/401(k) funds to which Broadway League members contribute.

Working with fellow trustees, fund managers, investment advisers, consultants, legal counsel and others, Chris oversees the administration, investment and management of nearly \$5 Billion in assets for more than 120,000 current or future retirees in the entertainment industry. The health and welfare funds on which he serves hold more than \$230 Million in assets, providing health care coverage for 24,000 entertainment industry employees plus their dependents.

Chris serves on the Board of Directors of the National Coordinating Committee for Multiemployer Plans (NCCMP), a non-partisan organization based in Washington, DC dedicated to the advocacy of multiem-

# SPEAKER BIOGRAPHIES

ployer plans through communication with government officials and members of Congress. He is also a participant in ongoing discussions regarding pension legislation reform to replace the existing Pension Protection Act of 2006. Chris is a regular speaker at investment and employee benefits conferences.

Before arriving at the Broadway League, Chris served for 7 years as the Director of Labor Relations for Live Nation, administering all labor relations activities for the Company's 100+ North American venues, its music promoting business, its theatre presenting operations and its role as a commercial theatre producer. Previously, Chris spent nearly 8 years working for the performers' unions, Actors' Equity Association (AEA) and the American Federation of Television and Radio Artists (AFTRA).

Chris received his B.A. (Philosophy and History) from the University of Massachusetts at Amherst and his M.A. (Philosophy) from the New School in New York City. In addition to his work in the entertainment industry, Chris served a four-year term as a Councilman for the Town of North Salem in Westchester County, New York.

## **WILLIAM W. BROWN**

**President and Chief Executive Officer**  
*Ben Hur Construction Company*



William W. Brown, President and Chief Executive Officer, Ben Hur Construction Company, St. Louis, Indianapolis, Cincinnati and Louisville. Founded in 1909 Ben Hur is the oldest surviving steel erection company in the United States. Ben Hur and subsidiaries are providers of general construction, design/build project management systems, structural steel fabrication and erection

services and equipment installation. Mr. Brown's career at Ben Hur began in 1967. He was elected President in 1987, and Chief Executive Officer in 1997. He is a member of Ironworkers Local Union No. 396 in St. Louis, MO.

Mr. Brown served in the U.S. Marine Corps, and the U.S. Marine Corps Reserve. He is a 1976 graduate of the Evening College of the University of Missouri-St. Louis. Mr. Brown served as a member of the St. Louis Ironworkers Joint Apprenticeship Committee beginning in 1976 and served as its Co-Chairman 1988-1998. He was appointed to the AGC of America's Manpower and Training Committee and served as its Chairman and member of the AGC of America Board of Directors.

Mr. Brown served in an appointment by President George H. Bush as Vice Chairman of the Federal Committee on Apprenticeship. He was later appointed by the Secretary of Labor, Robert Reich to Co-Chair OSHA's Negotiated Rulemaking Committee. Mr. Brown served as President of the National Erector's Association and its successor organization T.A.U.C. – The Association of Union Constructors, the United States largest all union contractor association.

# SPEAKER BIOGRAPHIES

Mr. Brown serves on the Board of Barnes Jewish Hospital-St. Peters, MO and Progress West Hospital. He is a director of Enterprise Bank and Trust Company, St Louis, MO and a member of the Board of the Fellowship of Christian Athletes. Mr. Brown is the Management Co-Chairman of IMPACT (Ironworker Management Progressive Action Cooperative Trust) Washington D.C., and a Trustee of the Ironworkers National Training Fund. Mr. Brown is married with three adult children. He lives with his wife Nancy in Lake Saint Louis, MO.

## LOUIS CAMPAGNA

**Chief of the Division of Fiduciary Interpretations**  
*Department of Labor*

Currently Lou is the Chief of the Division of Fiduciary Interpretations in the Office of Regulations and Interpretations of EBSA, DOL. As Chief of that Division, Lou has responsibility for the requests for advisory opinions from the public under the fiduciary responsibility and prohibited transaction provisions of ERISA and also technical guidance under those provisions to the field offices of EBSA, including field assistance bulletins made public by EBSA. He is also an active participant in many of regulatory initiatives at EBSA including the interim final regulation under section 408(b)(2) of ERISA and the proposed fiduciary definition regulation. He was formerly the Chief of the Division of Individual Exemptions and also served on the Health Care Task Force which produced regulations under HIPAA in 1997.

## EUGENE CACCAMISE

**President**  
*Bricklayers and Allied Craftworkers  
Local No. 3 NY*



Eugene H. Caccamise has dedicated 43 years to the Bricklayers and Allied Craftworkers Union. He is currently the President of the Bricklayers and Allied Craftworkers Mega Local No. 3 New York, which covers 24 counties in the Northeast Region of New York State.

Eugene was initiated into the BAC Union in 1969. Throughout his career as a Bricklayer, he has held many prominent positions. He was an Apprentice Instructor for 6 years, the Vice President for 11 years and the Funds Administrator for the Rochester Chapter for 16 years. Eugene was also a chairperson of Union events, a Political Action Chairman, a Democratic Vice Chair for Labor as well as sitting on the Monroe County Advisory Board.

# SPEAKER BIOGRAPHIES

## RANDY G. DEFREHN



### Executive Director

*National Coordinating Committee for  
Multiemployer Plans (NCCMP)*

In over 35 years of experience working with multiemployer plans, Mr. DeFrehn has served the multiemployer community in a variety of capacities including: as an administrator of national health and pension benefit plans in the U.S. and Canada; an employee benefits consultant; a registered investment advisor; and in his current capacity as the lead advocate and chief spokesman on matters of public policy affecting multiemployer plans, participants and their sponsoring organizations.

Under his leadership since 2000, the NCCMP has been instrumental in communicating the multiemployer perspective on every significant piece of legislation affecting such plans, including the *Pension Protection Act of 2006*; the *Worker, Retiree and Employer Relief Act of 2008*; the *Preservation of Access to Medicare and Pension Relief Act of 2010*; and the *Patient Protection and Affordable Care Act of 2010* with respect to which Mr. DeFrehn continues to be an active participant in discussions relating to the development and implementation of strategies to integrate multiemployer plans and Health Care Exchanges, and coordinates the multiemployer community's response to proposed governing regulations on other aspects of the Act.

Mr. DeFrehn also provided leadership and coordinated with several employer groups in the community's successful opposition to the Financial Accounting Standards Board's ill-conceived exposure draft on the reporting of withdrawal liability for contributing employers.

Mr. DeFrehn regularly testifies before committees of the United States House of Representatives and Senate, as well as the full range of administrative agencies with jurisdiction over multiemployer plans. He is often consulted by government officials and quoted in the mainstream and trade press in the US and Europe and has provided commentary on the funding status of multiemployer defined benefit pension plans on CNBC's "*The Kudlow Report*" and on MSNBC's "*Dylan Ratigan Show*."

He was a principal author of *Multiemployer Pension Plans: Main Street's Invisible Victims of the Great Recession of 2008* the most comprehensive survey of the funded status of multiemployer defined benefit plans ever conducted.

Mr. DeFrehn served as a delegate to the 2006 *White House Savers' Summit* and from 2007-2009, served as a member of the Department of Labor's *Advisory Council on Employee Welfare and Pension Benefit Plans (ERISA Advisory Council)*. Among other professional affiliations, he is currently a member of the Board of the *Employee Benefit Research Institute (EBRI)*; the Government Liaison Committee of the *International Foundation of Employee Benefit Plans*; the *Health Sector Assembly*; the *ERISA Roundtable*; and a co-founder of the *International Consortium of Advocates for Worker Benefit Security*, which brings together advocates for the advancement of multiemployer plans in North America and Europe.

# SPEAKER BIOGRAPHIES

A graduate of the University of Pittsburgh School of Social Work, Mr. DeFrehn also holds a Master of Arts degree in Industrial Relations from St. Francis College of Loretto, PA, where he also taught compensation and benefits administration at the graduate level.

## ARTHUR DRECHSLER

### Executive Director

*Equity-League Pension, Health and 401(k) Funds*



Arthur Drechsler was appointed Executive Director of the Equity-League Funds in April of 2006. Mr. Drechsler has had more than 30 years of experience in the employee benefit/health care industries, including: Seven years with the Segal Company as a Senior Vice President and the National Health Benefits Practice Leader; Three years as CEO of NYL Care Health Plans (an HMO and Group Health Insurer with more than 100,000 members); Four Years as President of the Continuing Care Development Corp of the Visiting Nurse Service of NY (focusing on delivering managed long term home care and performing medical management for a major NYC hospital); Five years with the Companion Life Insurance Company as an Executive VP for Group Insurance.

A graduate of Queens College, with post graduate study in economics at NYU, Mr. Drechsler has been a frequent speaker to businesses and professional groups, as well as a contributor to many business publications, including the Employee Benefits Handbook.

## JEFFREY S. ENDICK

### Principal

*Slevin & Hart, P.C.*



Jeffrey S. Endick has been in private practice since 1984, representing multiemployer plans and other benefit plans and tax-exempt organizations. His experience includes all aspects of employee benefits law, including ERISA and the Internal Revenue Code. Mr. Endick currently represents a number of multiemployer pension and health and welfare funds, as well as employee benefit plans maintained by tax-exempt organizations. He counsels the firm's clients in tax aspects of employee benefits, including plan design and the implementation of administrative procedures to comply with applicable law.

Mr. Endick also has extensive experience counseling clients on the fiduciary rules of Title I of ERISA, particularly in the area of investment management and alternate investments. He has represented the firm's clients before the Department of Labor, the Internal Revenue Service, and the Pension Benefit Guaranty Corporation. Mr. Endick is also recognized for his litigation and arbitration experience involving multiemployer pension and health and welfare funds. Prior to entering private

# SPEAKER BIOGRAPHIES

practice, Mr. Endick joined the Office of the General Counsel of the PBGC, where he acquired extensive experience under Title IV of ERISA.

Mr. Endick has co-authored articles about diverse topics such as re-reporting and disclosure rules, asset reversion, maintenance of cafeteria plans, and other employee benefits issues. He also has spoken at conferences of the International Foundation of Employee Benefit Plans and Lorman Education Services. Mr. Endick is a fellow of the American College of Employee Benefits Counsel and is a member of the bars of the District of Columbia and New York.

Mr. Endick is a *magna cum laude* graduate of the State University of New York, and was elected to Phi Beta Kappa. He received his law degree from Cornell University. Mr. Endick is admitted to practice in the District of Columbia and New York. He is also admitted to practice before a number of United States District Courts and Courts of Appeal.

## **JOSH GOTBAUM**



### **Director**

*Pension Benefit Guaranty Corporation*

Josh Gotbaum is Director of the Pension Benefit Guaranty Corporation, responsible for the agency's management, personnel, organization, budget and investments. He was appointed to the position by the President and unanimously confirmed by the US Senate in 2010.

Since then, Mr. Gotbaum has been a forceful advocate for preserving pension plans whenever possible and for other actions to strengthen retirement security. He has worked both within government and with the private sector to expand retirement options. He led PBGC's successful efforts to oppose American Airlines' plans to terminate its pensions, thereby avoiding billions in liabilities for PBGC and preserving pension benefits for its 100,000+ employees. He also spearheaded efforts to strengthen PBGC's finances by reform of PBGC's premiums to encourage fairer rates for individual employers. In 2012, Mr. Gotbaum was honored by *Institutional Investor* magazine with its *Outstanding Contribution Award* for his work to preserve pension plans.

For more than three decades, Mr. Gotbaum has helped manage and advise public, private, and nonprofit institutions. From 2003 – 2005, he led and managed the successful reorganization of Hawaiian Airlines as its Chapter 11 trustee. When it emerged from Chapter 11, Hawaiian's creditors were repaid in full, most of its employees received raises, and its pension plan remained in place. In 2001–2002, he was the first CEO of The September 11th Fund, a charity with over \$500 million in assets whose grants helped more than 100,000 people and businesses affected by the attacks.

For more than a decade, Mr. Gotbaum was an investment banker with Lazard in New York and London. He advised businesses, unions and governments on a diverse range of mergers, acquisitions and restructurings, in steel, transportation, and other industries. Most recently,

# SPEAKER BIOGRAPHIES

he was an operating partner at Blue Wolf Capital, helping investors acquire, restructure, and manage businesses.

Mr. Gotbaum also has extensive experience in government. During the Clinton administration, he was confirmed by the Senate on a bipartisan basis three times, and served as Executive Associate Director and Controller in the Office of Management and Budget; Assistant Secretary of Treasury for Economic Policy; and Assistant Secretary of Defense. During the administration of President Carter, he served in multiple positions on the White House staff and in the Department of Energy.

Prior to the current government service, Mr. Gotbaum was a director of TD Bank and Safety-Kleen, and a member of the Harvard University Board of Overseers Visiting Committee for the Kennedy School of Government. Mr. Gotbaum holds degrees from Stanford, Harvard Law School, and from Harvard's Kennedy School of Government. He is married to Joyce Thornhill, a former banker, and is the father of 3 teenagers. In his spare time, he sings.

## **BRIAN J. HALE**

**Vice President, Assistant to the CEO**  
*Ullico Inc.*



Mr. Hale serves as Vice President and Assistant to the CEO for the Union Labor Life Insurance Company Inc. (Ullico Inc.). In this capacity, he manages key client relationships, including the Ullico board of directors; and is responsible for a broad range of day-to-day operations of the company. He works closely with the Ullico salesforce to promote Ullico Inc. in the multi-

employer, International Union and public fund space and serves on the Ullico senior management team.

Prior to joining Ullico Inc. in June of 2008, Mr. Hale worked for the Laborers' International Union of North America's (LIUNA) Tri-Funds for six years. His responsibilities included working with LIUNA and their signatory contractors on a broad range of issues in the construction industry that promoted Labor/Management cooperation.

Mr. Hale is a graduate of The University of Tennessee with a B.S. in Finance and he holds his M.B.A. from Cumberland University in Lebanon, Tennessee. He also holds the Series 7 and 63 designations along with being a licensed producer in Life and Health insurance.

# SPEAKER BIOGRAPHIES

## **CHRISTOPHER HEINZ** President *Heinz Strategies*



Christopher Heinz has more than 25 years of experience as a congressional lobbyist, national union political director, local union official and grassroots coordinator. His clients include national, regional and local Labor Organizations, major companies, and trade associations. Mr. Heinz has worked in electoral and grass roots campaigns at the national, state and local levels.

Mr. Heinz previously served as the Political and Legislative Director of the United Brotherhood of Carpenters and Joiners of America—an international labor organization representing 550,000 members in the U.S. and Canada. He was responsible for the organization's National Lobbying and Political Action Programs, including serving as lead representative in the U.S. Congress and designing and implementing a nationwide fundraising and grassroots political action program. In this position, he also ran one of the nation's 10 largest political action committees.

Before coming to Washington, Mr. Heinz worked for 15 years with the Carpenters in New England as Research Director and Executive Director of the New England Carpenters Labor-Management Cooperation Program and finally as Assistant Secretary-Treasurer of the New England Regional Council of Carpenters. In New England, he was responsible for designing and implementing a region-wide program to bring labor and management in the Carpentry industry together to find new and innovative ways to solve industry problems.

Mr. Heinz was also responsible for collective bargaining and contract administration in both the construction and industrial sectors of the Union. He has negotiated region-wide construction agreements, industrial agreements for small and large employers and plant closing agreements in the paper industry.

Christopher Heinz's professional and community involvement includes Board Member, Alexandria Seaport Foundation; Member of the Council on Competitiveness National Innovation Initiative Strategy Council; Lecturer on labor and employment issues for employers, trade associations and labor organizations; and former Chair and Board Member Medford Massachusetts Housing Authority.

He holds a Bachelor of Arts Degree in Economics from the University of Massachusetts at Boston and a Master of Science Degree in Labor Studies from the University of Massachusetts at Amherst.

# SPEAKER BIOGRAPHIES

## DIANN HOWLAND

**Vice President, Legislative Affairs**  
*American Benefits Council*

Diann Howland is Vice President, Legislative Affairs for the American Benefits Council, a trade association based in Washington, D.C. representing primarily Fortune 500 companies that either sponsor or administer health and retirement benefits covering more than 100 million Americans. Diann supports the health and retirement legislative and policy staff on a variety of issues while focusing on specific topic areas of interest to our members, such as entitlement reform and retiree health. She also directs the Council's work in the international benefits arena. Diann previously served the Council as vice president, retirement policy, from February 2004 to March 2005.

Diann brings to the Council over twenty five years of legislative experience in the Senate, the House of Representatives and the U.S. Department of Labor. Most recently she served as Pension Policy Director for the Senate Health Education Labor and Pensions Committee under then-Committee Chairman Mike Enzi (R-WY). Earlier in her career Howland was the Pension Policy Advisor to Senator Charles Grassley (R-IA), then-Chairman of the Senate Finance Committee.

## KRISTEN L. KUCERA

**Assistant Professor**  
*Division of Occupational and Environmental  
Medicine Duke University Medical Center*



Dr. Kristen L. Kucera is an Assistant Professor in the Division of Occupational and Environmental Medicine, Duke University Medical Center. Prior to joining the Duke University faculty in 2006, Dr. Kucera worked as a certified athletic trainer in a private physical therapy clinic and at a NCAA Division III college for a total of five years. Dr.

Kucera is a certified and licensed athletic trainer (ATC) and holds a master's in public health (MSPH) and a PhD in Epidemiology from The University of North Carolina at Chapel Hill. Her research interests include occupational and injury epidemiology with an emphasis in musculoskeletal disorders, ergonomics, and return to work as well as sports injury and athletic training.

She has conducted health care utilization and cost analyses for diabetes and hypertension for multi-employer funds participating in the United Against Diabetes and Cardiovascular Disease Program (UAD-CVD) of the National Coordinating Committee for Multiemployer Plans (NCCMP). Most recently she evaluated the impact of a diabetes disease management program on cost and utilization among diabetic members and dependents.

# SPEAKER BIOGRAPHIES

## MARYANN LAWRENCE

Senior Vice President, Assistant General  
Auditor, Manager of Commercial Credit Risk  
*KeyCorp*

MaryAnn Lawrence is senior vice president, assistant general auditor and manager of Commercial Credit Risk at Cleveland based KeyCorp. Her group has oversight on about \$60Bn of commercial outstandings that range from micro business to large international companies. In her role, she provides independent and objective assurance services relating to KeyCorp's commercial credit and nontraditional credit functions to bank's management and Board of Directors

MaryAnn is one of the 12 inaugural members of the Private Companies Financial Reporting Committee of the Financial Accounting Standards Board. She is also an active member of the Financial Management Association, Banker's Administration Institute and Risk Management Association. She also is adjunct professor of finance at Cleveland State University.

She is ABD in finance from Cleveland State, holds an M.B.A. from the Weatherhead School of Business at Case Western Reserve, and a B.A. in Business Administration from Baldwin Wallace College.

## MARC LEBLANC

Fund Administrator/ General Counsel  
*Sheet Metal Workers' National Pension Fund*



Marc LeBlanc has served as the Fund Administrator of the Sheet Metal Workers' National Pension Fund since 1995. He functions as the chief operating officer of this \$3 billion defined benefit plan with over 130,000 participants. In 2004, he was also appointed General Counsel. From 1983 through 1995, he worked as counsel and as a consultant to multiemployer pension and welfare plans. From 1978 through 1983, he worked in pre-trial release in the criminal division of DC Superior Court.

Marc holds undergraduate degrees in Political Science and Sociology from Drew University, and a Juris Doctor degree from American University. He has published in the *Detroit College of Law Journal* and the *Journal of Compensation and Benefits* and has spoken before a wide variety of trade and industry groups including the ERISA Advisory Council, International Foundation of Employee Benefit Plans, the Bureau of National Affairs, the National Coordinating Committee for Multiemployer Plans, the Sheet Metal and Air Conditioning Contractors National Association, Pensions and Capital Stewardship Project, and the Building Trades Department of the AFL-CIO Legislative Conference, the Labor and Work life Program at Harvard Law School, the Lawyers' Coordinating Committee, and European Association of Paritarian Institutions.

His professional affiliations include membership in the District of Columbia, Virginia and Maryland Bars. He serves as a member of the Steering Committee of the National Coordinating Committee for Multiemployer Plans and

# SPEAKER BIOGRAPHIES

was the 2010 Chairman of the Secretary of Labor's ERISA Advisory Council. Marc blogs and tweets at [ERISANation.com](http://ERISANation.com) and [twitter.com/erisanation](https://twitter.com/erisanation).

## MATTI LEPPÄLÄ

### Secretary General, CEO

*European Federation for Retirement Provision*



Matti Leppälä is the Secretary General of the European Federation of Retirement Provision (EFRP). Prior to accepting this position he was the Director of the Finnish Pension Alliance, TELA. EFRP represents national associations of pension funds and similar institutions for workplace pensions. EFRP has 22 members associations in most EU-15 Member States and other European countries that

have a significant workplace pensions. Through its members EFRP represents 83 million people and 3.5 trillion euros of assets. Mr. Leppälä has an LL.M. from the University of Turku, Finland and an Executive MBA, Insurance and Financial services, University of Tampere, Finland, 2007.

## LORRAINE LEWIS

### Executive Director

*UMWA Health and Retirement Funds*



Lorraine Lewis has been employed by the UMWA Health and Retirement Funds as Executive Director since 2003. Prior to working at the Funds, Ms. Lewis served as the Inspector General of the U.S. Department of Education, the General Counsel of the U.S. Office of Personnel Management, and the General Counsel of the U.S. Senate Committee on Governmental Affairs for Chairman

John Glenn. She also worked as an associate at an ERISA law firm in Washington, D.C. and as a field attorney for the National Labor Relations Board in Chicago. She received her J.D. from Harvard Law School and her B.A. from Yale University. She resides in Bethesda, Maryland with her husband.

# SPEAKER BIOGRAPHIES

## JOSEPH A. LOCICERO, EA, FCCA, MAAA, JD

**President & CEO**  
*Segal*



Mr. LoCicero became CEO of Segal on January 1, 2006. He is also a member of the firm's Board of Directors.

He previously served as President, CEO and Chairman of a major actuarial and HR consulting firm. He has worked extensively in all of the markets served by Segal and is a recognized expert on multiemployer pension issues.

Mr. LoCicero is an Enrolled Actuary, a Fellow of the Conference of Consulting Actuaries, a Member of the American Academy of Actuaries and is admitted to the Bar in the states of New Jersey and New York. He is also a former Board Member of the Employee Benefits Research Institute (EBRI), was designated a "Superstar" in the HR field by HRO magazine and is a recipient of the "Good Neighbor" award from Howard University

## DAVID S. LOMAX

**Assistant Vice President / Underwriting Officer**  
*Liberty Mutual Surety*



David Lomax is an Assistant Vice President/ Underwriting Officer in the Liberty Mutual Surety Core Contract Unit, working in the Plymouth Meeting, PA Home Office.

David graduated from The Pennsylvania State University (University Park, PA) in 1980 with a B.S. in Accounting. He joined the surety industry in 1980, and has worked in the industry ever

since. David has served on the Private Company Financial Reporting Committee (joint committee of FASB and AICPA) since its founding in early 2007, and is a frequent presenter (NAIS annual meeting in 2011; NASBP national meeting in 2011; AICPA national technical symposium; and others).

David joined Liberty Mutual Surety's Home Office in 2005, after spending 25 years in field offices for several sureties (all large sureties which were subsequently acquired/sold), primarily in northern California. He has trained a number of underwriters during the course of his surety career.

David's work entails underwriting and monitoring the book of business, while meeting with contractors/producers (with broker/client relationships being emphasized). He assists in the establishment and modification of, then implementing underwriting criteria (financial and credit analysis; risk assessment of obligations; contract and statute review).

# SPEAKER BIOGRAPHIES

## JOYCE A. MADER



### Partner

*O'Donoghue & O'Donoghue*

Joyce Mader is a partner of the law firm of O'Donoghue & O'Donoghue LLP in Washington, DC. She is primarily engaged in the representation of multiemployer and union-sponsored employee benefit plans. She was Union Co-Chair of the Employee Benefits Committee of the Labor Section, American Bar Association 2005-2008 and Union Co-Chair of the Employee Benefits

Committee Sub-Committee on Qualified Pension Plans, 1990-2005. She currently serves on the Council of the Labor Section and as a liaison from the Labor Section to the Employee Benefits Committee and to the Continuing Legal Education Committee of the Joint Committee on Employee Benefits (JCEB).

Ms. Mader was recently appointed to serve on the PBGC Advisory Committee. She served on the Department of Labor ERISA Advisory Council, 1994-1997. She chaired the 1997 Advisory Council and the 1996 Advisory Council's Working Group on Service Providers. She served on the Steering Committee of the District of Columbia Bar Labor Law Division and the Attorneys and Government Liaisons Committee of the International Foundation of Employee Benefit Plans. She was inducted as a charter member of the American College of Employee Benefits Council. Ms. Mader is a frequent speaker before labor and industry groups and at educational programs on a variety of issues relating to employee benefit plans. She was a lecturer at the Catholic University Law School, teaching a course entitled, "ERISA: The Labor-Management Perspective". Ms. Mader received her Bachelor's degree from Dickinson College, Carlisle, Pennsylvania in 1973 and her Juris Doctor degree from The Columbus School of Law of the Catholic University of America, Washington, DC in 1976.

## JUDITH F. MAZO



### Senior Vice President and Director of Research (Retired)

*The Segal Company*

Ms. Mazo retired as Senior Vice President and Director of Research for The Segal Company in 2011. Her responsibilities included directing research and providing guidance on public policy, legislative and regulatory issues and other matters of interest to clients of this national actuarial, benefits and compensation consulting firm.

Before joining The Segal Company, Ms. Mazo was engaged in private law practice in Washington, D.C., specializing in ERISA and serving as special counsel to the U. S. Pension Benefit Guaranty Corporation (PBGC) and as a consultant to the Pension Task Force of the Committee on Education and Labor of the U.S. House of Representatives. She was senior attorney for the PBGC and executive assistant to its general counsel from 1975 to 1979.

# SPEAKER BIOGRAPHIES

Ms. Mazo, who has spoken and written frequently on employee benefits matters, was a member of the Harvard/Kennedy School Health Care Delivery Policy Project and still serves on the Advisory Boards of the Pension Research Council of the Wharton School and the BNA Pension and Benefits Reporter. A Charter Fellow of the American College of Employee Benefits Counsel, Ms. Mazo was a member of its founding Board of Directors and served a term as its vice president. She has been active in the American Bar Association, and is Past Chair of its Joint Committee on Employee Benefits. In April, 2002, the President of the United States appointed her to the Advisory Committee of the Pension Benefit Guaranty Corporation. She has also served on the U.S. Department of Labor's ERISA Advisory Council, and chaired its Working Groups on Cash Balance Plans and on Disclosures Regarding Health Care Quality. In May, 1998, the National Law Journal listed her as one of the country's top employee benefits lawyers.

Ms. Mazo graduated with honors from Yale Law School and Wellesley College and has been admitted to the bar in the District of Columbia and the State of Louisiana.

## SEAN MCGARVEY

**President,**  
*Building and Construction Trades*  
*Department, AFL-CIO*  
**Chairman**  
*NCCMP*



President Sean McGarvey started his career with the International Union of Painters and Allied Trades (IUPAT) in 1981 as an apprentice glazier with Glazier's Local 252 in Philadelphia, Pennsylvania. He graduated to journeyman status in 1984 and was later elected recording secretary and business representative of his local. Sean later was appointed a general president's

representative for the Painter's International, and then Assistant to the General President.

In 2000 Sean was elected general vice president at large and in May 2002 he was appointed government affairs director for the IUPAT. In 2005 he was elected Secretary-Treasurer of the Building and Construction Trades Department and was re-elected to another 5 year term in August 2010. Sean was elected President on April 16, 2012, following the passing of former President Mark H. Ayers.

Sean currently serves on the Board of Directors for Ullico, the National Alliance for Fair Contracting, Inc. Board of Directors, the Bipartisan Policy Center National Transportation Policy Project and the US Maglev Coalition Board. In addition he is the Labor Co-Chair of the Center for Military Recruitment, Assessment, and Veterans Employment which operates Helmets to Hardhats and he also serves as trustee on numerous other labor management committees.

Sean graduated from Cardinal Dougherty High School in Philadelphia, PA; attended the St. Joseph's University of Philadelphia Labor Relations

# SPEAKER BIOGRAPHIES

program; attended Harvard University's Trade Union Program and earned his Bachelor of Arts from the National Labor College. He was born and raised in Philadelphia, and has two lovely daughters – Kerri Ann and Kelsey Marie.

## **JOHN S. “ROCKY” MILLER, JR.**

### **Partner**

*Cox, Castle & Nicholson LLP*

### **Board of Directors**

*National Coordinating Committee  
for Multiemployer Plans*



Rocky has been a member of the Board of Directors of the NCCMP as an employer representative for over 20 years. He first became active in NCCMP issues in the early 1980's. He heads the Labor and Employee Benefits Section of Cox, Castle & Nicholson in Los Angeles, CA. He has served as management counsel to the Southern California Laborers Trust Funds for 30 years and

has represented numerous other Basic Trades funds in Southern California. He has litigated many issues of importance to multiemployer plans, including the successful defense in the U.S. Supreme Court of the Constitutionality of the Multiemployer Pension Plan Amendments Act of 1980. He is a member of the NCCMP's Retirement Security Review Commission and of AGC of America's Multiemployer Pension Plan Task Force that has been working with the NCCMP to protect and ensure the long-term viability of multiemployer plans. He has been a member of the U.S. Department of Labor's ERISA Advisory Council, and he has testified before Congress on the unique nature of multiemployer plans and the manner in which Congress should protect and encourage their continued existence and expansion.

Rocky represents AGC of California and many of its individual signatory contractors in day-to-day labor matters in California. He represents developers and agencies in project labor agreement negotiations and administration. He has represented labor management cooperation committees in numerous test case litigations, including one establishing the right of an individual worker under California law to enforce the requirement that an employer pay prevailing wages to all workers. He is active at the State legislative level in prevailing wage and wage-hour legislation and at the agency level in interpretation of the prevailing wage and wage-hour laws to improve enforcement of the laws against scofflaw contractors and to keep signatory contractors and unions on a level playing field with their non-union competitors.

# SPEAKER BIOGRAPHIES

## MIKE MORAN

### Vice President of Sales

*Cigna*



Mike Moran is Cigna's Taft-Hartley & Federal Business Segment's Vice President of Sales, based in Chicago and reporting directly to segment leader Kim Bimestefer.

In joining our Taft-Hartley and Federal Business Segment, Mike brought a wealth of experience in the insurance industry, including an extensive background in working with Taft-Hartley and Federal Plans. In nearly two decades at First Health, he grew from Manager of National Accounts to Vice President of Sales, with wide-ranging responsibilities including account management, new business sales and sales and account management training. Mike was directly responsible for signing on a number of First Health's largest clients, and was the leader of their Taft-Hartley segment. He also spearheaded the development of a sales forecasting system, oversaw the hiring and training of new sales colleagues, worked on the integration of sales personnel and clients as the result of acquisitions, and developed sales department strategic plans.

From First Health, Mike moved on to American Benefit Plan Administrators (ABPA), a third party administrator focused on the Taft-Hartley market, where he led the Business Development and Client Services areas. In this role, Mike worked closely with ABPA's Account Executives on new business opportunities as well as on strategies for the renewal of a number of ABPA's largest clients. As a member of ABPA's Senior Management team, Mike played a key role in the development of the organization's business plan. Mike also led ABPA's acquisition of a number of other third party administrators.

Mike graduated from St. Vincent College with a Bachelor of Science degree in Business Administration.

## THOMAS C. NYHAN

### Executive Director and General Counsel

*Central States, Southeast and Southwest Areas Health and Welfare and Pension Funds*



Mr. Nyhan is the Executive Director and General Counsel of the Central States Southeast and Southwest Areas Health and Welfare and Pension Funds, two of the largest Multiemployer Pension and Health and Welfare Trust Funds in the United States. Mr. Nyhan is responsible for the operational and strategic management of the Health and Welfare and Pension Funds and is the principal legal advisor to the board of trustees. Mr. Nyhan is a frequent speaker and/or contributor at various industry and legal seminars and has testified before U.S. Congressional Committees on pension related matters.

# SPEAKER BIOGRAPHIES

Mr. Nyhan is a Charter Fellow and former member of the Board of Governors of the American College of Employee Benefit Counsel, a peer-selected honorary society of employee benefits professionals. Mr. Nyhan is currently an Advisory Board member for the John Marshall Law School's Graduate Employee Benefits Program, Chicago Illinois and a member of the Steering Committee of the National Coordinating Committee for Multiemployer Plans, Washington D.C. Mr. Nyhan is also a former faculty member and annual speaker for the American Bar Association's National Institute for Continuing Legal Education as well as the former Chairman of the American Bar Association's Section Labor and Employment Law, Subcommittee on Multiemployer Plans. Pursuant to appointment by the Secretary of Labor, Mr. Nyhan served a three-year term representing employee organizations on the Advisory Council on Employee Welfare and Pension Benefit Plans of the U.S. Department of Labor (ERISA Advisory Council).

## DIANE OAKLEY

### Executive Director

*National Institute on Retirement Security*



In January 2011, Diane Oakley was named executive director of the National Institute on Retirement Security. With the Board of Directors, Oakley leads the organization's strategic planning, research, and education initiatives. Before joining NIRS, Ms. Oakley served as senior policy advisor to Congressman Earl Pomeroy, who represented the state of North Dakota. Oakley

played a key staff role in formulating legislative strategy on a range of tax, pension, Social Security, financial services, and workforce issues. Prior to her service on Capitol Hill, Ms. Oakley held leadership positions with TIAA-CREF, a leading financial services provider. She holds a B.S. in Mathematics from Fairfield University, where she graduated Cum Laude. She earned an M.B.A. in Finance from Fordham University.

## DANIA PALANKER

### Senior Health Policy Advisor

*National Women's Law Center*



Dania is a Senior Health Policy Advisor for Health and Reproductive Rights at the National Women's Law Center. Her work focuses primarily on implementing health reform and expanding access to quality, affordable health care for women and their families. Prior to joining the Law Center, Dania worked for the Service Employees International Union (SEIU). Starting her work at

SEIU in the research department, she became interested in expanding access to health care to low income families and spent a few years as Deputy Administrator of a health benefit program at SEIU, working to provide affordable health insurance to previously uninsured low wage workers and their families.

# SPEAKER BIOGRAPHIES

After the passage of the Affordable Care Act (ACA), Dania worked on implementing the law as Associate Director of Health Policy. Her background in the ACA includes insurance reforms, coverage expansions and delivery system reform, with particular expertise in employer benefits and insurance reforms. She is a graduate of Georgetown University Law Center and the John F. Kennedy School of Government at Harvard University.

## BRUCE PERLIN

**Manager, Multiemployer Plan Program Division**  
*Pension Benefit Guaranty Corporation*



For the last three years, Mr. Perlin has been the Manager of the PBGC's Multiemployer Program Division. His work focuses on financial assistance to insolvent plans, financial analysis of plans, and technical assistance. Prior to joining the PBGC, Mr. Perlin worked for several years as an attorney with the IRS Office of Chief Counsel. He was part of the drafting team for the proposed regulations regarding

multiemployer pension plan funding that were published in 2008 and various other guidance items affecting multiemployer plans. He was a legal advisor for the IRS' Multiemployer Audit Program and served as an instructor at various IRS programs on the Pension Protection Act and the Worker Retiree Employer Recovery Act changes for multiemployer plans.

He is currently a co-chair for the Subcommittee on Multiemployer Plan Withdrawal Liability for the American Bar Association's Section of Labor and Employment, Employee Benefits Committee. Mr. Perlin is the Chapter Editor of Chapter 17, Multiemployer Plan Withdrawal Liability, for the ABA treatise *Employee Benefits Law* (2008 – present annual supplements). He previously served as a contributing author to this treatise. Prior to joining the IRS, Mr. Perlin was an associate at Slevin & Hart, P.C., where he focused on multiemployer plan litigation. Previous to his work at Slevin & Hart, Mr. Perlin was employed for 18 years as an in-house counsel at two large multiemployer plans. He is a Fellow of the American College of Employee Benefits Counsel.

## EARL POMEROY

**Counsel**  
*Alston & Bird LLP*



Former Congressman Earl Pomeroy brings 26 years of regulatory and legislative experience to his present position as Senior Counsel at Alston & Bird LLP.

Mr. Pomeroy's practice focuses on matters before the legislative and executive branches of government at the federal level as well as work before financial regulators at the state government level.

Mr. Pomeroy has been an influential participant in financial services regulation as it has evolved over the last quarter century. More than twenty years ago, as President of the National Association of Insurance Commissioners, he advanced reforms to

# SPEAKER BIOGRAPHIES

strengthen solvency oversight in state insurance departments which were widely adopted, substantially improving the quality of state insurance regulation.

On the House Ways and Means Committee, Mr. Pomeroy focused on the growing crisis in secure and adequate retirement income security for American's workers. He was an unwavering champion of defined benefit pensions, vehemently opposed to reducing social security protection and led the House effort to establish the long term role for multiemployers pension plans – including essential funding reforms.

Drawing upon his background as North Dakota Insurance Commissioner, President of the National Association of Insurance Commissioners, nine term Member of Congress and senior member of the House Ways and Means Committee, Pomeroy's practice areas include financial services regulation, health care policy, pensions, tax policy, energy and agriculture.

## **JAMES S. RAY** Law Offices of James S. Ray PLLC



James S. Ray is an employee benefits and labor-management law practitioner with more than 35 years of experience. His practice includes representation of multiemployer benefit funds and trustees, labor organizations, and labor-management cooperation organizations as their general counsel as well as their advocate before courts, government agencies, and Congress, and in various other forums including alternative dispute resolution.

Before forming the Law Offices of James S. Ray PLLC in 2000, Mr. Ray was a partner in a Washington, D.C. law firm for 20 years. Earlier he served on the legal staff of an international union and as an employee benefit specialist with the U.S. Department of Labor agency responsible for administering ERISA.

Mr. Ray served, by appointment of Secretary of Labor Elaine L. Chao, as Chair of the Advisory Council for Employee Welfare and Pension Benefit Plans (ERISA Advisory Council) of the Department of Labor, a statutory body created by ERISA to advise the Secretary of Labor. He was appointed to a three-year term as a Member of the Advisory Council by then Secretary of Labor Alexis Herman in 2000. He also served as Vice Chair and a Member of the Advisory Council during 1989-1992 by appointment of Secretary of Labor Elizabeth Dole.

Mr. Ray is a Charter Fellow of the College of Labor and Employment Lawyers, a peer-selected honorary society of experienced labor and employment law practitioners. He is also a Charter Fellow of the American College of Employee Benefits Counsel, a peer-selected honorary society of employee benefits professionals. He is one of the few individuals who is a founding Fellow of both Colleges.

Mr. Ray served as a member of the governing Council of the Labor & Employment Law Section of the American Bar Association (ABA)

# SPEAKER BIOGRAPHIES

from 1994 through 2000. Earlier, he served as Chairman of the ABA's Joint Committee on Employee Benefits, Co-Chairman of the Employee Benefits Committee of the ABA's Labor & Employment Law Section, and Co-Chairman of the Committee on Federal Legislative Developments of the ABA's Labor & Employment Law Section.

Mr. Ray has held Martindale-Hubbell's highest rating for legal ability and ethical standards (Preeminent AV) for 25 years and is listed in the Bar Register of Preeminent Lawyers and in the Best Lawyers in America directories based on peer evaluations.

Mr. Ray is a member of the bar of the District of Columbia, the bar of the Commonwealth of Virginia, the bars of many federal district courts and courts of appeal, and the bar of the United States Supreme Court.

Mr. Ray is a frequent speaker on employee benefits and labor law issues for a wide variety of professional, governmental, union, and business groups, including various committees of the U.S. Senate and House of Representatives, U.S. Department of Labor, National Retirement Summit, President's Advisory Commission on Consumer Protection and Quality in the Health Care Industry, National Coordinating Committee for Multiemployer Plans (NCCMP), International Foundation of Employee Benefit Plans, AFL-CIO, National Association of State Legislatures, American Bar Association, and American Council of Certified Public Accountants.

Mr. Ray has been a member of the AFL-CIO Lawyers Coordinating Committee since its inception. He is the 2006 recipient of the NCCMP's John L. Lewis Award for distinguished service to the multiemployer benefit plan community. He is a permanent arbitrator for the Seafarers International Union—American Maritime Association benefit plans.

Mr. Ray earned his undergraduate degree (B.S.) at Cornell University, School of Industrial and Labor Relations (1974), and his Juris Doctor degree (with honors) at the National Law Center, George Washington University (1977).

## REGINA C. REARDON

### President

*Healthcare Strategies, Inc.*



Ms. Reardon is president of Healthcare Strategies, Inc., a third-party employee benefits administration and consulting firm. Healthcare Strategies, Inc. provides services to Taft-Hartley health and welfare, pension, prepaid legal and other trust funds, primarily in the retail food industry. Prior to founding Healthcare Strategies, Inc., Ms. Reardon was engaged in the private practice of law, specializing in labor, employment practices and employee benefits law. She continues in the practice of employment and employee benefits law on a limited basis.

Ms. Reardon has served as chair of the Philadelphia Bar Association's Insurance Programs Committee and as a director of the National Kidney Foundation, Delaware Valley Chapter. She has lectured extensively on

# SPEAKER BIOGRAPHIES

labor relations, employment practices and employee benefits topics. Ms. Reardon is admitted to practice law in the state and federal courts in Pennsylvania and New Jersey. She is a member in good standing of the Montgomery County, Philadelphia, Pennsylvania and American Bar Associations. Ms. Reardon received a bachelor of arts degree from Rosemont College and a juris doctor degree from the Widener University School of Law. She is a Voting Director on the International Foundation of Employee Benefit Plan's ("IFEBP") Board of Directors and a member of the Administrator's Committee. She is a frequent speaker at IFEBP Institutes and conferences and other forums.

**KNUT RINGEN, Principal**  
**DR. P.H.,** *Stoneturn Consultants*  
**M.H.A, M.P.H.**



Apart from a five-year appointment at the National Cancer Institute and two years at the National Academy of Sciences, Dr. Ringen has worked for labor unions or joint union-employer organizations. He is currently a consultant located in Seattle focusing on risk assessment and control, disease management and cost containment. He is also science advisor to CPWR:

The Center for Construction Research and Training, Washington, D.C., where he directs a national medical screening program for construction workers who have been in DOE atomic weapons facilities.

He received the Doctor of Public Health degree from Johns Hopkins University, and Masters Degree in Hospital Administration from the Medical College of Virginia. He is an author or editor of more than 100 scientific or technical publications.

**JOSHUA SHAPIRO**  
**Deputy Executive Director for Research & Education**  
*National Coordinating Committee for Multiemployer Plans*  
**COO**  
*NCCMP Research and Education Corporation, Inc.*



Josh Shapiro joined the NCCMP as Deputy Director for Research and Education in November of 2009. Prior to accepting this position, he spent 13 years as a consultant specializing in helping companies design, administer, and fund their retirement programs. During his consulting career, Josh advised a wide variety of organizations, including national level multiemployer pension plans, large statewide retirement plans, and Fortune 500 companies.

Since joining the NCCMP, Josh has overseen the preparation of the annual Multiemployer Pension Plan Funding Survey, which was instru-

# SPEAKER BIOGRAPHIES

mental in demonstrating need for pension funding relief to Congress. He works closely with both individual plans and their professional advisors to ensure that the NCCMP agenda addresses the diverse challenges and needs of the multiemployer community. Josh has also coordinated the NCCMP response to various accounting proposals put forward by both FASB and IASB, which recently resulted in a favorable FASB decision regarding employer disclosures. He also leads the NCCMP efforts to combat the recent trend of misinformation in the media regarding legislative and regulatory initiatives that affect multiemployer plans.

Josh is a graduate of Cornell University where he earned a bachelor's degree in mathematics. He is a Fellow of the Society of Actuaries, a Member of the American Academy of Actuaries, and an Enrolled Actuary. Josh has testified before both the US House of Representatives and the Department of Labor, and was recently appointed to the Pension Committee of the American Academy of Actuaries. He is frequent speaker on multiemployer plan topics, and has led educational sessions sponsored by the American Academy of Actuaries and the Joint Board for the Enrollment of Actuaries.

## JOHN SLATERY

**Director, Benefits Department**  
*International Brotherhood of Teamsters*



John Slatery is currently the Director of the International Brotherhood of Teamsters Benefits Department. The purpose of the Teamster Benefits Department is to coordinate the activities of the multitude of benefit programs sponsored, negotiated or administered by the International Brotherhood of Teamsters. The Department reports directly to the General Secretary-Treasurer, Ken Hall, and is responsible for benefit issues related to:

multiemployer plans, single employer plans, internal IBT plans, voluntary member benefit programs, the IBT National Reciprocal Agreement, trustee education, benefits communications, benefits data collection/reporting, national and local benefits bargaining and policy support.

Before joining the Teamsters, John supported local unions in single employer and Taft-Hartley benefits bargaining as an Assistant to the Director in the Negotiated Benefits Department at the United Food and Commercial Workers International Union in Washington, D.C. from 1993 to 2001. From 1989 through 1992, John was a Taft-Hartley health insurance underwriter with the Union Labor Life Insurance Company in Washington, D.C.

John serves on the Working Committee of the National Coordinating Committee of Multiemployer Plans (NCCMP) and is the administrator of the International Brotherhood of Teamsters Benefit Trust, and he coordinates the activities of the Teamsters Benefits Committee, which is made up of over 20 IBT trustees representing all the large IBT Taft-Hartley Funds across the country. Also, he is active in the National Coalition on Health Care, the AFL-CIO Benefits committees and the Joint Labor Management Committee of the Retail Food Industry.

# SPEAKER BIOGRAPHIES

In 1996, John earned the designation of Certified Employee Benefit Specialist (CEBS), an educational program co-sponsored by the International Foundation of Employee Benefit Plans and the Wharton School of Business at the University of Pennsylvania. John also became a Fellow in the International Society of Certified Employee Benefit Specialists (ISCEBS) program in 1998 and served on the Board of Directors of the Capital Chapter of the ISCEBS from 1997 through 2001, holding the office of President in 2000. John earned a Bachelor of Science degree in Mathematics from Allegheny College in Meadville, PA in 1988.

## STEVE SLEIGH

### Fund Director

*IAM National Pension Fund*



Steve Sleigh is director of the IAM National Pension Fund, where he is responsible for managing and leading one of the nation's largest multi-employer pension funds. He also oversees the IAM National 401(k) Plan and the National IAM Benefit Trust fund, a multi-employer health care fund.

Prior to joining the IAM Funds in 2011, Steve served as partner for The Yucaipa Companies, with responsibility for fundraising, deal-sourcing and managing investments for the Los Angeles-based private equity firm. His early career includes serving as director of strategic resources for the IAM, where he gained extensive experience in collective bargaining. Steve also served as research director for the International Brotherhood of Teamsters and deputy director for the Center for Labor-Management Policy Studies at the City University of New York. Steve was appointed as a Director of the Federal Reserve Bank of Richmond in 2012.

Steve earned a bachelor's degree in labor studies from the University of Massachusetts, a master's degree in public policy from Harvard University and a doctorate in sociology from City University of New York. He is the author of two books, "On Deadline" and "Economic Restructuring and Emerging Patterns of Industrial Relations."

## CAROLYN E. SMITH

### Counsel

*Alston & Bird LLP*



Carolyn's practice encompasses a full range of executive compensation and employee benefits issues as well as a variety of federal tax regulatory and legislative matters.

Carolyn brings to her practice a unique blend of technical and policy experience. Prior to joining Alston & Bird, Carolyn was Associate Deputy Chief of staff of the Joint Committee on Taxation, U.S.

Congress. During her 20+ years on the Joint Committee staff, she was responsible for major pension, health, and tax legislation from the Tax Reform Act of 1986 through the Pension Protection Act of 2006. Recent

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provisions for which she had primary responsibility include the PPA funding and cash balance provisions, Code Section 409A, HIPAA rules, and Health Savings Accounts. She was a primary author and project manager of Congressional reports on Federal tax issues, including the Joint Committee staff reports relating to the investigation of the tax and compensation practices of Enron and simplification of the tax laws. She served as technical and policy adviser to the members and staffs of the House Ways and Means and Senate Finance Committees on a broad spectrum of Federal tax issues. She also worked closely with the Department of Treasury, the Internal Revenue Service, the House Education and Labor Committee, the Senate Committee on Health, Education, Labor and Pensions, the Pension Benefit Guaranty Corporation and the Department of Labor.

Carolyn capitalizes on her prior experience in her current practice by offering cost effective strategic and creative solutions. She assists clients not only in compliance, but in planning for and keeping ahead of the increasingly changing and dynamic regulatory, legislative, and economic environments.

Before joining the Joint Committee staff, Carolyn was in private practice, focusing on executive compensation and employee benefits. She served as a law clerk to Judge Samuel Conti of the Northern District of California. Carolyn received her J.D. from the Boalt Hall School of Law, University of California, Berkeley, where she was editor of the *Industrial Relations Law Journal*. She received her B.A., summa cum laude, in economics from the University of California, San Diego where she was awarded the Seymour E. Harris Award for Excellence in Economics. In recognition of her achievements while working for the Congress, she was featured in the *National Journal's* 2007 Special Report on "The Hill People."

### CHARLES A. STORKE

#### Director

*Trucker Huss, A Professional Corporation*



Charles Storke joined Trucker Huss as of counsel in early 1996 and has been a director in the firm since 1998. Before that, he spent more than 25 years at Pillsbury Madison & Sutro, where he had been a partner since 1978. He has over 30 years of experience in the employee benefits field, and specializes in representing regional, state-wide and local multiemployer pension and health and welfare plans, including the Western Conference of Teamsters Pension Trust Fund, the largest Taft-Hartley trust in the United States.

With this background, Mr. Storke has developed substantial expertise in evaluating the legal implications of plan investments in the many new investment vehicles available to large pension plans; harmonizing the sometimes dissimilar interests of a large body of participants working in a variety of jobs for large and small employers; the criteria trustees may properly use in selecting plan investments (e.g., "social investing," union versus nonunion companies); reconciling the diverse and some-

# SPEAKER BIOGRAPHIES

times conflicting perspectives, interests and opinions of the individual trustees so they can reach a collective decision that conforms to the fiduciary standards of the governing law; overcoming the inherent conflicts that arise when trustees are selected by contributing employers and union bargaining representatives (these same trustees, when not wearing their fiduciary hats, often meet each other as adversaries across a collective bargaining table).

Mr. Storke is an expert on fiduciary liability insurance coverage issues; his reputation and many years of experience have also proved invaluable in obtaining and preserving fiduciary liability insurance for Taft-Hartley trustees at a reasonable cost. He has considerable knowledge and experience with tax-qualification and other Internal Revenue Code issues for multiemployer pension plans, particularly those covering non-bargaining unit employees of contributing employers.

He has participated in the development of innovative managed health care programs for several multiemployer plans covering thousands of forest products and food processing workers in the western United States and has assisted those plans in evaluating the legal risks associated with the implementation of aggressive cost-containment programs. He has been instrumental in designing and implementing a hybrid defined benefit-defined contribution multiemployer pension plan structure that gives Taft-Hartley trustees wide flexibility in maintaining negotiated pension levels while providing significant allocations to individual accounts for participants.

Mr. Storke has advised plan sponsors on the fiduciary responsibility and prohibited transaction issues involved in a variety of single customer and pooled investment arrangements. He has represented plan fiduciaries in connection with Department of Labor and Internal Revenue Service audits and federal court litigation under ERISA, and has represented multiemployer pension plans in defending challenges to the enrolled actuary's determination of unfunded vested benefits liabilities in connection with employer withdrawal liability assessments under the Multiemployer Pension Plan Amendments Act of 1980. He has counseled trustees of financially troubled pension plans on their responsibilities under the funding provisions of the Pension Protection Act and the parties who sponsor those plans on the implications of those funding requirements for their labor negotiations. He was directly involved in crafting the multiemployer funding relief provisions of the Pension Relief Act of 2010.

# SPEAKER BIOGRAPHIES

## BONNIE SUMMERS



### Executive Director

*BCBS Association National Labor Office*

Bonnie Summers joined the BCBS Association National Labor Office as the Manager of the division and then in September 2004 was promoted to Executive Director. The National Labor Office is dedicated to the education and health care needs of organized labor. The BCBS Association currently provides health insurance for 93 million members and approximately 17% of this membership is affiliated with organized labor. Bonnie spends the majority of time presenting to labor constituents about economics and the key cost drivers of the American health care system.

Summers has worked effectively with all Health Plan customers inclusive as the designee account executive for the Blue Cross Blue Shield Association which services 78 million members throughout the country. She is responsible for the development of policies and procedures, protocols and training and acts as a primary resource to support strategies including tactics in retaining and up-selling business opportunities. Summers has more than 25 years of industry experience with focus on healthcare customer service, business development and sales and marketing. Her outstanding success rate is predicated on an effective and thorough customer service model. Bonnie serves on the Boards of Directors for the DC Chapter of LERA, National LERA and Labor@Wayne State University.

Before joining the National Labor Office, Summers was Vice President of Account Management for Magellan Behavioral Health, Health Plan Division. Prior to joining Magellan, Summers was with Blue Cross and Blue Shield of Maryland (CareFirst). She graduated from Towson University in Baltimore with a bachelor's degree in business and an area of concentration in marketing.

## WILLIAM T. SWEENEY, JR.

### Administrator

*Plumbers and Pipefitters  
National Pension Fund*



Mr. Sweeney serves as the Administrator for the Plumbers and Pipefitters National Pension Fund located in Alexandria Virginia. He is responsible for the overall management of the Trust Fund's day-to-day operations covering in excess of 163,000 plan participants.

Mr. Sweeney is a 43-year member of the United Association, having served a five-year apprenticeship and is a member of the Steamfitters Local Union 420 in Philadelphia, Pennsylvania.

Prior to his current position, he served for many years as Plan Administrator and, previous to that, various positions as an officer for his home local union.

# SPEAKER BIOGRAPHIES

Mr. Sweeney is a current member and past President of both the Delaware Valley Administrators Council and the Eastern Pennsylvania Administrators Association and also founding officer of the Delaware Valley Health Care Coalition. He also previously served on the Administrators' Committee for the International Foundation.

He has attended Widener University and St. Josephs University in Philadelphia, Pennsylvania.

Mr. Sweeney also serves as a member of both the Steering and Working Committees for the National Coordinating Committee of Multiemployer Plans.

## CHRIS TRAHAN, CIH



### Deputy Director

*CPWR—The Center for Construction Research and Training*

CPWR is the national research, training and service arm of the Building and Construction Trades Department, AFL-CIO, and works with construction industry stakeholders to improve working conditions for all US construction workers through cooperative agreements with and grants from several federal agencies, including NIOSH.

As CPWR's Deputy Director, Chris manages and oversees CPWR's construction industry occupational safety and health research, training, and service programs. She is a key team member in executing the administrative duties organization-wide and manages the day to day activities related to CPWR's external partners in the Building Trades Unions, non-construction unions, the larger safety and health construction community, and key government partners. She facilitates CPWR senior staff collaboration among internal departments, integrating and developing synergies in programs funded by different federal grants and contracts. She also oversees the development of safety and health curriculum and dissemination activities through the building trades' apprenticeship and training infrastructure.

## D. JAMES "JIM" WALKER, JR.



### Chief Executive Officer

*Great Lakes Fabricators and Erectors Association*

Mr. Walker is the Chief Executive Officer (CEO) of Great Lakes Fabricators and Erectors Association (GLFEA), located in Southfield (Metropolitan Detroit), Michigan. He has been employed by GLFEA since 1994. One of his primary duties involves the negotiation and administration of collective bargaining agreements on behalf of member firms and other signatory contractors.

## SPEAKER BIOGRAPHIES

Jim had been involved in the construction industry since 1972, the last 24 years have involved construction association management.

Jim has served on numerous Taft-Hartley Funds since 1988, and currently serves as Chairman of Iron Workers Local Union No.25 Fringe Benefit Funds, in addition to serving as trustee on three other funds. In the past several years, he has learned first hand the difficulties faced by trustees in trying to right a pension fund facing a variety of funding issues. Recently, Mr. Walker served as a member of the Working Group of the Retirement Security Review Commission, established by the National Coordinating Committee for Multiemployer Plans (NCCMP), which was charged with drafting model language to “provide retirement security with acceptable risk”, ahead of the sunset provisions, effective in 2014, of the Pension Protection Act (PPA).

Mr. Walker participates in various industry related groups on the board level, including: The Association of Union Constructors (TAUC), Management and Unions Serving Together (MUST), The Michigan Architectural Foundation, and is on the Civil Engineering Advisory Board at Lawrence Technological University. He has been a speaker at national, regional and local conferences. Jim earned a Bachelor of Arts (Business Administration/ Pre-law) from Michigan State University and a Juris Doctor from the Detroit College of Law.

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