

# UNFINISHED BUSINESS



## 2016 NCCMP ANNUAL CONFERENCE

Co-sponsored by  
The NCCMP Research and Education Corporation, Inc.

September 26 – 28, 2016  
Hilton San Diego Resort and Spa

# FROM THE CHAIR

## Getting the Job Done

It is my pleasure to welcome you to the 2016 Annual NCCMP Conference in beautiful San Diego. This year's conference comes at a time when our country faces a number of fundamental choices. While the most obvious are those related to the impending elections, other choices have significant implications for the quality of life for those whom we have direct responsibility.

Specifically, they include the active and retired workers whose labors since the 1940's have made possible the benefit programs which provide economic security for workers and their families against catastrophic health care expenses and enable workers to retire with dignity following a lifetime of service to the industries in which multiemployer plans are the norm.



Over the past two decades our funds have faced the full range of economic circumstances and (with notable exceptions), have emerged battered and bruised, but still an essential part of the lives of plan participants. From the "feasts" of the late 1990's when full employment and benefit improvements were the norm, to the recession driven "famines" of the early 2000's, to the series of federal laws that have

compounded the effects of a protracted and lethargic recovery and imposed new and often costly additional requirements, our health and pension funds have had to find creative and often painful ways of responding to continue to meet those historic obligations to protect their participants. Today's choices are no less important. Consistent with this year's theme of "Unfinished Business," over the next few months we have the opportunity to look to the future and support the creation of optional new pension plan designs as the final phase of the three-part comprehensive pension reform initiative advocated by the Retirement Security Review Commission; in particular, options for those industries in which maintaining the status quo is no longer feasible.

While the national elections mean an abbreviated legislative calendar, Congress' commitment to taking care of its own unfinished business related to comprehensive multiemployer pension reform makes enactment of this legislation this year a distinct possibility.

Similarly, following the elections we also anticipate opportunities as well as new challenges to emerge for our health benefit plans as Congress is expected to move beyond its gridlock over the Affordable Care Act. As we get poised to take advantage of a more responsive environment to enact much needed technical corrections to the ACA, the NCCMP is optimistic that Congress will deal with this aspect of its own unfinished business and take a more active partnership with multiemployer plans in this process.

Once again we have assembled an outstanding group of the top experts in the multiemployer benefits community to be with us over the next few days. We encourage you to engage them as they discuss these and related issues that are relevant to your plans.

Fraternally,

*Sean*

**Sean McGarvey**

Chairman, Board of Directors

*NCCMP*

# WELCOME TO YOUR 2016 ANNUAL CONFERENCE

## Unfinished...but not for long

**A**s we gather once again to learn about the issues confronting our plans, one can't help but look back to the challenges our plans have confronted since they were created and the initiatives in which we have collectively engaged to enable them to survive and flourish. Looking back over the more than 70-year history of our plans dating back to WWII, it is one that is characterized by repeated challenges, whether driven by economic circumstances or government policies. As a general rule, the plans and the industries which they serve have been sufficiently resilient to survive these challenges, but the process has rarely been smooth.

The current environment is no exception. While we have made excellent progress in getting the first two-thirds of the enabling legislation for comprehensive multiemployer pension reform enacted, the regulatory regime has fallen short of the desired legislative intent. Likewise, the remaining aspect of reform - new plan design - was omitted from the original, broader legislation, not for substantive reasons, but because of a jurisdictional dispute between Congressional committees. Nevertheless, the intervening time has been used constructively to significantly strengthen and refine the proposed model to address concerns expressed by other stakeholders over the funding of legacy plans and to eliminate potential conflicts of interest. Earlier this month the House Committee on Education and the Workforce issued a "discussion draft" of the composite plan legislation. It was described that way to underscore that this remains a work in progress. As part of that review process the Committee has also scheduled a hearing on the composite proposal to permit a full vetting of the model and encourage an active dialogue to advance the legislation in hopes of seeing it enacted before the end of the year.



Over the next few days we will review the substance of these and other legislative and regulatory items affecting our plans. This year we will be trying a somewhat different and less formal format designed to encourage greater dialogue between those on the dais and the audience. We hope you will find it more inviting and welcome your feedback. In addition to our formal educational and social events, we hope you will take some time to stop by our exhibit hall to meet and speak with our sponsors who make our conference possible and allow us to keep the registration fees as low as possible. It is always our policy that the money raised through conference registrations and sponsorships be put back into the conference to give you the best possible experience.

Finally, if you find you need additional assistance or if we have missed something that we or the hotel staff can provide, please stop by the NCCMP office and tell us. We will do our best to accommodate your request, if it is within our power to grant.

We thank you for your participation and support for the work of your NCCMP.

Sincerely,

*Randy*

**Randy G. DeFrehn**  
Executive Director  
NCCMP

# Saturday, September 24, 2016

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11:00 – 2:00 pm

**Conference  
Registration**

Marbella

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1:30 – 4:30 pm

**Pre-Conference  
Seminar**

Sorrento

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## Current Status of Pension Reform

This year's Saturday Seminar will focus on the current status of pension reform measures, including the implementation of the Multiemployer Pension Plan Reform Act (MPRA), the recently released discussion draft language to implement the new composite plan design, and options that have been proposed to deal with the impending insolvency of the Pension Benefit Guaranty Corporation multiemployer fund (PBGC).

### Initial Results of MPRA

The trustees of deeply troubled multiemployer plans were given valuable new tools in MPRA that would enable plans that would otherwise become insolvent to intervene early if, and only if, such intervention will allow the plan to remain solvent in the long-run. Now, nearly two years after MPRA was passed, eight applications have been submitted to Treasury to put those new tools into action. Of those eight applications, Treasury has rendered two decisions and both applications were denied because they did not comply with final guidance. This session will explore the status of current applications, as well as considerations in light of the final guidance and recent Treasury decisions for plans that qualify for relief under MPRA, but have not yet applied.

### Update on Composite Plans

The final element of the comprehensive multiemployer pension plan reform recommendations of the Retirement Security Review Commission was to encourage new and innovative plan designs. Composite plans are one form of new optional plan design intended to preserve and enhance long-term, regular monthly retirement income security for participants, while removing the obstacles to participation by existing or new contributing employers. The House Committee on Education and the Workforce recently released discussion draft legislation to enable the creation of composite plan designs. The second part of this session will explore the discussion draft legislation, the measures taken in the construction of the discussion draft that strengthen legacy defined benefit plans protections and efforts to remove conflicts of interest to address concerns raised during drafting, the results of stress testing of the composite and legacy defined benefit plan system in response to adverse market conditions, and the status of the legislative efforts to enact this new design option.

### PBGC Premium Proposals

Even as some deeply troubled plans consider difficult measures to restore their funds to solvency, the PBGC faces its own financial challenges in the years ahead. This historic backstop of multiemployer defined benefit pension plans is projected to become insolvent itself by 2024. Especially given the

# Saturday, September 24, 2016

denials of the two suspension applications decided to date, the impending insolvency of the PBGC is cause for grave concern. In response, a number of options to restore the program to solvency have been proposed – all of which include, at least in part, significant increases in premiums paid by plans themselves. The NCCMP reconvened the Retirement Security Review Commission, specifically to consider the proposals as well as their impact on the multiemployer community. This session will consider the current proposals to restore the PBGC to solvency, as well as the results of the Commission discussions, and positions that certain industries have taken.

## RESOURCE CONTRIBUTORS:

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**Mariah Becker,  
MAAA, EA**  
Director, Research  
and Education  
*NCCMP*



**Jeff Green**  
Principal  
*Harris Davis  
Rebar, LLC*



**Mary Ann  
T. Dunleavy,  
EA, ASA, MAAA**  
Consulting Actuary  
*Horizon Actuarial  
Services*



**Joyce Mader**  
Partner  
*O'Donoghue and  
O'Donoghue*



**Diane Gleave,  
ASA, FCA,  
MAAA, EA**  
Senior Vice President  
and Actuary,  
Regional Manager,  
New York  
*The Segal Group*



**John "Rocky"  
Miller, Jr.**  
Partner  
*Cox, Castle &  
Nicholson*



**Lori Wood**  
Executive Director  
*Sheet Metal  
Workers National  
Pension Fund*

## MODERATOR:

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**Randy DeFrehn**  
Executive Director  
*NCCMP*

# Sunday, September 25, 2016

## **Annual NCCMP Charity Golf Outing Benefiting the NCCMP Research and Education Corp.**

**Riverwalk Golf Course**  
1150 Fashion Valley Rd., San Diego, CA 92108

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<b>7:00 am</b>	<b>Registration and Breakfast</b>
<b>8:00 am</b>	<b>Shotgun Start</b>
<b>Immediately Following</b>	<b>Lunch and Awards</b>

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### **Golf Sponsorships**

**Cement Masons' Local 400**  
**International Association of Heat and Frost  
Insulators and Allied Workers**  
**Kaiser Permanente**  
**K&R Promotional Products**  
**MassMutual**  
**Meketa Investment Group, Inc**  
**The Segal Group**  
**Sheet Metal and Air Conditioning Contractors National Assoc.**  
**Weinberg, Roger & Rosenfeld**  
**Wells Fargo Asset Management**

### **Conference Registration**

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<b>2:00 pm – 5:00 pm</b>	<b>Conference Registration</b>	<b>Marbella</b>
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### **Welcoming Reception** “San Diego Sunset”

Join your friends and colleagues on the lawn for our annual welcoming reception featuring a buffet dinner and refreshments

**Musical entertainment provided by:**

**Haute Chile**

# Monday, September 26, 2016

## NCCMP Membership

**W**e are pleased to welcome each of you to the NCCMP Annual Conference for 2016! We hope that your experience at the Hilton San Diego Resort and Spa will be both professionally rewarding and personally enjoyable.

We want to take this opportunity to say thank you for attending and, a special thank you to our members, without whose support the NCCMP would not exist.

Still not a member? That's easily fixed! Just complete the application form you will find in your registration package and drop it off with me, or send it to the office at the address shown on the application. The dues categories and related fees are also contained in your bag. Remember, we all need to do our fair share to make sure the organization can continue to represent the interests of the multiemployer community.

Have a great conference!

Cordially,

*Margaret*

**Margaret M. Tobin**  
Membership Services Coordinator



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<b>7:00 am – 8:00 am</b>	<b>Buffet Breakfast</b>	Exhibit Hall
	<b>Opening Ceremony</b>	
<b>8:00 am – 8:15 am</b>	<b>Presentation of Colors and National Anthem</b>	Ballroom

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## Welcome and Introduction of Special Guests



**Randy G. DeFrehn**  
Executive Director  
NCCMP

# Monday, September 26, 2016

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8:15 am – 8:45 am

**Chairman's Remarks**

Ballroom

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## “Unfinished Business”



### **Sean McGarvey**

President

*North America's Building Trades Unions*

Chairman

*Board of Directors*

*NCCMP*

Over the past decade multiemployer pension plans have had to confront a host of economic challenges which have been met by a series of legislative initiatives designed to allow them to continue to meet their decades-long objective of allowing participants to retire with dignity. While our efforts have been generally successful, the remaining leg of our comprehensive reform proposals remains to be enacted. Chairman McGarvey will discuss the need to address this and other “unfinished business” to be enacted before the end of the 114th Congress in December.

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8:45 am – 9:30 am

**Keynote Address**

Ballroom

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## “Unfinished Business”



### **The Honorable**

### **Phyllis C. Borzi**

Assistant Secretary

*Employee Benefits Security Administration*

*U.S. Department of Labor*

### INTRODUCTION BY:

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### **John McNerney**

General Counsel

*Mechanical Contractors Association of America*

*Board of Directors*

*NCCMP*

As the Obama Administration is nearing its end, Assistant Secretary Borzi will take this opportunity to look back at EBSA's accomplishments with respect to employee benefits generally and the multiemployer community specifically over the past eight years and to look ahead to share with us what she perceives to be what remains “Unfinished Business” for this Administration.



# Monday, September 26, 2016

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9:30 am – 10:00 am

**PBGC Update**

Ballroom

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## Status and Direction of the PBGC



**W. Thomas Reeder**

Director

*Pension Benefit Guaranty Corporation*

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### INTRODUCTION BY:



**Charles Storke**

Partner

*Trucker Huss*

The PBGC was conceived as the social “safety net” for American workers who had given their careers to an employer or an industry and, through no fault of their own found the plan sponsor was no longer around to live up to their commitments of providing lifetime income through retirement. It has a legislative mandate to help preserve and grow the current defined benefit system and to do so at the lowest possible cost. While the multiemployer guaranty fund operated at a surplus from its inception through the early 2000s economic upheavals since then have placed approximately 10 percent of all plans in jeopardy of insolvency.

For a number of years the Agency has reported a steadily growing deficit. Congress has expressed concern over the growing deficit and the Administration has proposed massive increases with features which are likely to cause the multiemployer system to follow the trend set by the single employer community.

As the head of the PBGC Mr. Reeder will discuss the current status and direction of the agency and the need for additional funding.

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10:00 am – 10:15 am

**Break**

Exhibit Hall

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10:15 am – 12:15 am

**General Session**

Ballroom

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# Monday, September 26, 2016

10:15 am – 12:15 am

General Session

Ballroom

## Implementation of MPRA

To date, eight plans have made application to take advantage of the relief available pursuant to MPRA to restore their funds to solvency.

Two decisions have been rendered thus far and both applications were denied because they did not meet the requirements of the final regulations.

This session will explore the experiences of those who have gone through the process, review the impact of the final regulations, and discuss what questions plans that qualify for MPRA relief measures should consider as they decide whether to utilize the tools available to them.

### PANELISTS:



**Diane Gleave,**  
ASA, FCA,  
MAAA, EA

Senior Vice President  
and Actuary  
*The Segal Group*



**Josh Shapiro,**  
FSA, FCA,  
MAAA, EA

Senior Actuarial  
Advisor  
*Groom Law Group*



**John**  
"Rocky" Miller

Partner  
*Cox, Castle and  
Nicholson, LLP*  
Board of Directors  
*NCCMP*

### MODERATOR:



**Robert M. Archer, Esq.**

Managing Partner  
*Archer, Byington, Glennon & Levine, LLP*

## Composite Plans: Discerning Fact from Fiction

The final aspect of our comprehensive reform initiative involves the enactment of new flexible plan designs as an alternative to individual account defined contribution plans for those industries and employers who are no longer willing to continue to participate in our traditional defined benefit plans.

This panel will discuss the discussion draft legislation released earlier this month by the House Committee on Education and the Workforce, enhancements to the protections in place for legacy defined benefit plans and efforts

# Monday, September 26, 2016

to remove conflicts of interests in response to concerns raised during the drafting, as well as the results of recent stress testing of the legacy/composite plan system to determine its ability to withstand market volatility that would replicate that of the past decade.

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**10:15 am – 12:15 am**

**General Session**

Ballroom

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## PANELISTS:

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**Mariah M. Becker,**  
**MAAA, EA**

Director of Research  
and Education  
*NCCMP*



**Eli Greenblum,**  
**FSA, MAAA, EA**

Senior Vice President  
and Actuary  
*The Segal Group*



**Jeff Green**

Principal  
*Harris Davis  
Rebar, LLC*



**Daniel E. Stepano**

General President  
*Operative Plasterers  
and Cement  
Masons International  
Association*

## MODERATOR:

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**A.H. "Jiggs" Higgs**

Administrator  
Pension Department  
*Iron Workers International*

## The Future of the PBGC

Even as some deeply troubled plans consider difficult measures to restore their funds to solvency, the PBGC faces its own financial challenges in the years ahead. While the magnitude of the deficit is massive, simply raising premiums as a way to address the problems creates a new set of problems, and new types of existential threats for the very plans and participants the PBGC was created to protect.

This session will consider the current proposals to restore the PBGC to solvency, as well as a range of recommendations proposed in the deliberations of the reconvened Retirement Security Review Commission.

# Monday, September 26, 2016

## PANELISTS:

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**Christopher Brockmeyer**  
Director of Employee  
Benefit Funds  
*Broadway League*



**Monte Tarbox**  
Executive Director  
Investments  
*National Electrical  
Benefit Fund*

## MODERATOR:

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**Randy DeFrehn**  
Executive Director  
*NCCMP*

## Legislative Update

As we focus on attaining a better understanding of the current statutory and regulatory environment and the current agenda that constitutes our retirement related “unfinished business” agenda, it is important to recall that nothing in Washington happens in a vacuum. Other business, both related and unrelated, can be the ultimate determining factors in whether any legislative initiative succeeds.

This session will examine those factors that are part of the overall mix that will determine the fate of our proposals.

## PRESENTER:

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**Christopher Heinz**  
Principal  
*Grossman Heinz*

## INTRODUCTION BY:

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**Bill Moriarity**  
Trustee  
*American Federation of Musicians  
& Employers' Pension Fund*

## Retirement Security Trends: An International Perspective

Like everything else in today's society, ideas influencing the design and governance of retirement plans are becoming increasingly global. A decade ago the NCCMP joined with our counterpart organizations to form an alliance of organizations which serve the multiemployer community in jurisdictions

# Monday, September 26, 2016

across North America and Europe. In 2013 that organization was expanded to become the Global Pension Alliance and include other organizations whose focus on preservation of retirement programs is consistent with ours and which allow all of us to leverage our individual strengths to become more effective by speaking with a unified voice.

Dr. Briganti has been an integral partner in those efforts and will bring us up to date on their most recent developments.

## PRESENTER:

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### **Dr. Francesco Briganti**

Chief Operating Officer

*Employee Benefits and Welfare Institute*

## INTRODUCTION BY:

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### **Stephen J. O'Sick**

Fund Administrator

*Bricklayers and Allied Craftworkers Local #2*

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**12:30 pm – 2:00 pm**

**Lunch**

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**2:00 pm – 3:30 pm**

**Optional Workshops**

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**Compliance  
Workshop**

Ballroom

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## **Contemporary Compliance Issues**

This workshop on compliance issues of interest to retirement and health plan sponsors is intended to provide an informal forum for trustees and plan professionals to address a range of current issues relevant to plan administration. Among other issues, the panelists will lead discussions on the 2016 (and Proposed 2019) Form 5500 retirement plan compliance questions; recent developments in the “new” IRS determination letter program; protective plan language suggested by recent case law; compliance with the benefit plan mandates and accommodations requirements of ACA Section 1557; HIPAA privacy and security audits by the Department of Health and Human Services; ACA reporting on the Forms 1095-B and 1095-C; and common findings from audits of health plan operations by the Department of Labor.

# Monday, September 26, 2016

## PANELISTS:

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



**Serena Simons**  
Senior Vice  
President and  
National Retirement  
Compliance  
Practice Leader  
*The Segal Group*



**Carolyn Smith**  
Counsel  
*Alston & Bird, LLP*



**John McIntire**  
Partner  
*O'Donoghue &  
O'Donoghue LLP*

## MODERATOR:

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**Madeleine Fallon**  
Co-Chair Board of Trustees  
*Equity-League Pension & Health Trust Funds*

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**Diabetes Awareness**

Terrazza

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## **Diabetes Awareness: How Much Is Too Much?**

The Center for Disease Control (CDC) defines patients with diabetes as those with Hemoglobin A1C levels of 6.5 or greater. It also warns that those with A1C levels of 5.7 to 6.4 are at risk of developing this disease. They have come to be known as having “pre-diabetes” as a means of increasing awareness of the need for changes in lifestyle to prevent up to 30% of those with the condition from progressing to full-blown diabetes. Nevertheless, medical practitioners and others have raised serious questions about whether such efforts are simply making many more of us “patients” when we will never develop the disease. This session is designed to help determine how much is too much awareness, diverting much needed resources.

# Monday, September 26, 2016

## PRESENTER:

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

Principal  
*Stoneturn Consultants*

## INTRODUCTION AND REMARKS:

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**Randy G. DeFrehn**

Executive Director  
*NCCMP*

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**3:30 pm – 5:00 pm**

**Lawyers and  
Administrators  
Meeting**

Terrazza

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## Lawyers and Administrators Meeting

While it is our objective to cover the waterfront of current issues, those of you on the front lines are best able to identify issues that may not yet have come to our attention but deserve our collective attention during the conference. This session offers you the opportunity to bring those issues up and see whether and, if so, how, others may be dealing with them.

## FACILITATORS:

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**John L. Bohman**

Partner  
*O'Donoghue and  
O'Donoghue*



**William T. Sweeney**

Administrator  
*Plumbers and  
Pipefitters National  
Pension Fund*

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**6:00 pm – 7:30 pm**

**2016 Presidential  
Debate**

Garden Pavilion

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## 2016 Presidential Debate Watch Party

For the political junkies among us, we are fortunate that the first night of our conference coincides with the first of the 2016 Presidential debates. Join us for a non-partisan watch party in the hotel's Garden Pavilion.

Light refreshments will be served.

# Tuesday, September 27, 2016

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7:00 am – 12:00 noon	<b>Conference Registration</b>	Marbella
7:00 am – 12:00 noon	<b>Exhibit Hall</b>	Exhibit Hall
7:00 am – 8:30 am	<b>Buffet Breakfast</b>	Exhibit Hall
8:30 am – 8:45 am	<b>Opening Remarks and Announcements</b>	Ballroom

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## **Joseph Sellers**

General President

*Sheet Metal, Air, Rail and Transportation Union*

Board of Directors

*NCCMP*

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8:45 am – 10:00 am

**General Session**

Ballroom

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## **The ACA After the 2016 Election**

In this session, our expert panel will offer their assessments of challenges faced by our health plans due to the ACA, as well as opportunities for meaningful change that may arise after the new Congress convenes. The session will review proposals to improve the interface between multiemployer and exchange plans, consider alternative sources of funding exchange subsidies if the excise tax is repealed, and consider future designs, such as the bipartisan proposals to supplement exchange coverage for small employers.

Finally, the experts will dust off their crystal balls to offer predictions about what to expect after the coming November elections.

### **PANELISTS:**

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## **Kathryn Bakich**

Senior Vice President

and National

Health Compliance

Practice Leader

*The Segal Group*



## **Carolyn Smith**

Counsel

*Alston & Bird, LLP*



## **The Honorable**

## **Earl Pomeroy**

Senior Counsel

*Alston & Bird, LLP*



# Tuesday, September 27, 2016

## MODERATOR:

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**Martha LaFave**  
Health Fund Coordinator  
*Operating Engineers Local 49*

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<b>10:00 am – 10:15 am</b>	<b>Break</b>	Exhibit Hall
<b>10:15 am – 12:00 pm</b>	<b>General Session</b>	Ballroom

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## Mental Health Parity

The Mental Health Parity Act has resulted in many plans experiencing skyrocketing mental health treatment claims. This session will explore the challenges posed by out of network residential treatment claims, as well as how plans have attempted to address this problem. It will also discuss necessary changes to the Mental Health Parity Act regarding substance abuse benefits for housing during treatment which have the potential for significant savings.

## PANELISTS:

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**David Brenner**  
Senior Vice President  
*The Segal Group*



**Stephen O'Sick**  
Fund Administrator  
*Bricklayers and Allied Craftworkers Local #2*

## MODERATOR:

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**Larry McGann**  
General Secretary-Treasurer  
*International Union of Elevator Constructors*

## Trends in Coverage for Retirees

The ways in which plans approach providing health coverage to retirees has undergone a number of shifts as plans have incorporated the requirements of the ACA. This session will explore how changes in the pricing of Medicare Advantage plans have influenced plan enrollment, and the relative advantages and disadvantages of dedicated retiree-only health plans.

It will also examine some new alternative plan design ideas for retiree coverage, as well as the use of HSAs to pay for retiree health premiums.

# Tuesday, September 27, 2016

## PANELISTS:

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**Edward A. Kaplan**  
Senior Vice President  
and National Health  
Practice Leader  
*The Segal Group*



**Tim Snyder**  
Segment Vice  
President  
Group Medicare  
Business  
*Humana*



**Bernard T. King**  
Senior Partner  
*Blitman & King LLP*

## MODERATOR:

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**William Moriarity**  
Trustee  
*American Federation of Musicians  
& Employers Pension Fund*

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12:00 pm – 1:30 pm

**Award  
Presentation**

Bayside Terrace

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**Presentation  
of the  
16th Annual  
John L. Lewis Award  
to  
Edward C. Sullivan**



## AWARD PRESENTATION BY:

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**Randy G. DeFrehn**  
Executive Director  
*NCCMP*

## REMARKS BY:

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**Larry McGann**  
General Secretary-Treasurer  
*International Union  
of Elevator Constructors*

# Tuesday, September 27, 2016

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2:00 pm – 3:30 pm

**Optional  
Workshops**

Ballroom

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## Ask the Regulators

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.

### PANELISTS:

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**Bruce Perlin**

Assistant Chief  
Counsel  
Office of Chief  
Counsel  
*Pension Benefit  
Guaranty  
Corporation*

**Thomas Hindmarch**

Specialist  
Office of Regulations and  
Interpretations  
*Employee Benefit Security  
Administration  
U.S. Department of Labor*

### MODERATORS:

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**Serena Simons**

Senior Vice President  
and National  
Retirement Compliance  
Practice Leader  
*The Segal Group*



**Carolyn Smith**

Counsel  
*Alston & Bird, LLP*

# Tuesday, September 27, 2016

2:00 pm – 3:30 pm

**What is the  
NCCMP?**

Portofino

## What is the NCCMP?

The NCCMP is YOUR organization. It was created in response to the first draft of ERISA's exclusion of specific rules for multiemployer plans, assuming that the traditional corporate model for providing employer sponsored health and retirement benefits was universal. Over the ensuing four decades, the NCCMP has led the community's engagement with legislators, regulators and the courts to create an environment in which multiemployer plans can be most effective in meeting their collective legal and moral objectives to act for the "sole and exclusive benefit" of plan participants.

These are lofty goals, but what does that mean? Why is it important to support the activities of organization? Who will do its work if you don't? This session was created in response to a recommendation from one of our members to address these and other questions you may have to increase your familiarity with the NCCMP.

### PANELISTS:



**Randy DeFrehn**  
Executive Director  
NCCMP



**Christopher Brockmeyer**  
Director of Employee  
Benefit Funds  
*The Broadway  
League and  
Board of Directors  
NCCMP*



# Wednesday, September 28, 2016

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7:00 am – 12:00 pm		Exhibit Hall
7:00 am – 8:30 am	<b>Buffet Breakfast</b>	Exhibit Hall
8:30 am – 12:00 pm	<b>General Session</b>	Ballroom

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## OPENING REMARKS:

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### **John S. "Rocky" Miller**

Partner

*Cox, Castle and Nicholson, LLP*

## **AGENCY UPDATES:**

This session provides an opportunity for the agencies with jurisdiction to update members of the multiemployer community on activities on their agenda affecting our plans. Among the items to be addressed are:

## MODERATOR:

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### **John S. "Rocky" Miller**

Partner

*Cox, Castle and Nicholson, LLP*

## **PBGC**

## SPEAKER:

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### **Bruce Perlin**

Assistant Chief Counsel

Office of Chief Counsel

*Pension Benefit Guaranty Program*

Mr. Perlin will provide an update on the financial status of the PBGC's multiemployer program and recent updates issued by the Agency. He will also discuss mergers and partitions under MPRA, as well as the recent proposed guidance the Agency has issued on this topic

Wednesday, September 28, 2016

## Department of Labor

**SPEAKER:**

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**Thomas Hindmarch**

Senior Employee Benefits Law Specialist  
*Office of Regulations and Interpretations*  
*Employee Benefits Security Administration*  
*U.S. Department of Labor*

Mr. Hindmarch will provide an update on items pertaining to multiemployer plans in which the Department of Labor is currently engaged, including the recent proposed Form 5500 revisions and the conflict of interest rules.

## NCCMP Open Forum

This is your chance to raise any topics or questions you did not hear addressed during the formal program.

**MODERATOR:**

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**Randy G. DeFrehn**

Executive Director  
*NCCMP*

## Closing Remarks

**SPEAKER:**

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**Randy G. DeFrehn**

Executive Director  
*NCCMP*

## Adjournment

# 16<sup>th</sup> ANNUAL JOHN S. 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.

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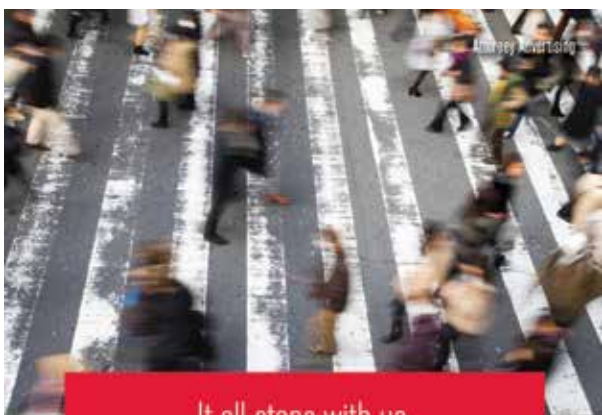
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# SPEAKER BIOGRAPHIES



**Robert M. Archer, Esq.**

Managing Partner

*Archer, Byington, Glennon & Levine, LLP*

Mr. Archer is managing partner of Archer, Byington, Glennon & Levine, LLP in Melville, New York. He represents labor and employee benefits clients in various specialties such as ERISA administrative, investment and compliance issues and sophisticated construction labor issues. Mr. Archer lectures extensively before professional trade associations, employment groups and labor unions on employment law, legislative matters, workplace discrimination, construction law and employee benefits. He has also written extensively about construction labor and employee benefits. Mr. Archer has served on the U.S. Department of Labor's ERISA Advisory Council, where he was co-chair of the working group on prudent investment processes, as well as chair of the working group on fiduciary update on the Pension Protection Act and Section 401 (k) revenue sharing. He also authored the 2008 Council Report on Hard-to-Value Assets. Mr. Archer served on the Board of Directors of the AFL-CIO Lawyers Coordinating Committee. Mr. Archer is an adjunct professor of law at Hofstra University School of Law in Hempstead, New York and also teaches in their labor studies program. Mr. Archer also served as a Captain in the U.S. Army and he was a Supervisory Attorney at the National Labor Relations Board. He is a graduate of the Georgetown University School of Foreign Service and Georgetown University Law Center.



**Kathryn Bakich**

Senior Vice President and National Health  
Compliance Practice Leader

*The Segal Group*

Ms. Bakich is a Senior Vice President with Segal and is the National Health Compliance Practice Leader. She is an attorney with over thirty years' experience specializing in research and consulting on federal laws and regulations affecting health coverage, such as ERISA, Medicare, HIPAA portability and privacy, and COBRA. She supervises Segal publications concerning health and welfare issues, staff training, and monitoring relevant laws and regulations.

Ms. Bakich is a member of the Health Technical Issues Taskforce of the American Benefits Council (ABC), the Employers Council on Flexible Compensation (ECFC) Flex Advisory Council, and a Subcommittee Chair for the ABA Joint Committee on Employee Benefits. She is a frequent speaker and author on employee health and welfare benefits and is an author of the *Employers' Guide to HIPAA Privacy Requirements* published by Thompson Publishing Group. She is also a fellow in the American College of Employee Benefits Counsel.

# SPEAKER BIOGRAPHIES



**Mariah M. Becker, MAAA, EA**

Director, Research and Education

*NCCMP*

Mariah Becker joined the NCCMP in 2016 as the Director of Research and Education. Prior to joining the NCCMP, Mariah provided actuarial consulting to single and multiemployer benefit programs for 15 years. Mariah spent 10 years with Segal Consulting, focusing on multiemployer defined benefit pension plans. While at Segal, she worked with clients to assess their funded position and to develop strategies for improving funding levels, while balancing stakeholder concerns and the changing legal landscape. She also advised on other issues including actuarial projections of funded status, plan design and cost studies, mergers, and withdrawal liability. Mariah's addition brings a strong understanding of the actuarial issues facing a broad range of multiemployer defined benefit plans in a range of industries, from large national multiemployer plans to smaller local plans and union staff plans.

In the course of her work with Segal Consulting, Mariah has worked closely with the NCCMP on the review and design of legislation affecting the multiemployer plan community and participated in the Retirement Security Review Commission, convened by the NCCMP to consider challenges and potential solutions facing multiemployer pension plans as described in "Solutions Not Bailouts." Since its publication, Mariah has assisted in analyzing the recommendations resulting from that Commission, including analysis and stress testing of the new proposed composite plan design.

Mariah graduated *magna cum laude* from Colgate University with a BA in Physics-Astronomy. Prior to her work with Segal Consulting, she worked with another major actuarial consulting firm focusing on defined benefit pension plans. She is a Member of the American Academy of Actuaries and an Enrolled Actuary.



**John L. Bohman**

Partner

*O'Donoghue and O'Donoghue LLP*

John first worked at O'Donoghue & O'Donoghue as a law student in 1979, and he has been there his entire legal career. He finished law school 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.

Initially, John participated in the firm's union side labor law practice. Within a few years, his primary focus shifted to employee benefits, again from the union perspective. He does legal work for union staff pension plans, national and regional multiemployer pension plans, health and welfare plans, and apprenticeship and training programs. John also assists unions in address-



# SPEAKER BIOGRAPHIES

ing benefits related issues facing their membership. He specializes in the legal aspects of plan administration, regulatory and legislative compliance, and fiduciary issues.

His practice areas include DOL and IRS examinations, EPCRS procedures, 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, Affordable Care Act implementation, and Pension Protection Act rehabilitation and funding improvement plans.

John 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.



**Phyllis C. Borzi**

Assistant Secretary  
*U.S. Department of Labor*

Phyllis C. Borzi is the Assistant Secretary of Labor for the Employee Benefits Security Administration. As agency head, she oversees the administration, regulation and enforcement of Title I of the Employee Retirement Income Security Act of 1974 (ERISA).

Previously, Borzi was a research professor at George Washington University Medical Center's School of Public Health and Health Services and of counsel with O'Donoghue & O'Donoghue LLP. She was also pension and employee benefit counsel for the U.S. House of Representatives, Subcommittee on Labor-Management Relations of the Committee on Education and Labor.

Borzi is a charter member and former President of the American College of Employee Benefits Counsel and served on its Board of Governors; former member and former co-chair of the Advisory Board of the BNA Pension & Benefits Reporter; 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 is a member of the American Bar Association (ABA), and 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.

# SPEAKER BIOGRAPHIES



## **David Brenner**

Senior Vice President

*The Segal Group*

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).



## **Francesco Briganti**

Chief Executive Officer

*Employee Benefits and Welfare Institute*

Francesco Briganti has been the Director of the European Association of Paritarian Institutions of Social Protection (AEIP) for several years. AEIP is a European advocacy organization towards the EU representing roughly 1,200 employee benefits providers run on a joint Management-Labor basis, and existing in 19 European Countries. Francesco Briganti got a Ph.D in March 2015 in EU law: the subject of his research has been focused on the legal

# SPEAKER BIOGRAPHIES

creation of a Pan-European employee benefits plan. Currently Dr. Briganti is a member of the Stakeholders Group on Occupational Pensions of the European Insurance and Occupational Pensions Authority (EIOPA). Coordinator between 2016 and 2017 of the Global Pension Alliance (GPA), which is a platform of the main private pensions advocacy organizations from all over the World (including Europe, USA, Canada, Latin America and Australia), Francesco Briganti boasts both a huge network of contacts with the most relevant national and EU decision makers, operators and experts of the employee benefits and social protection field, together with his ten years' experience on those matters. In the last years, Dr. Briganti has been speaker at more than one hundred conferences all over the world, and quoted by the European main media of his sector. Finally, Francesco Briganti is currently giving lectures at several Universities throughout Europe, and often provides its expertise to Governments on social protection matters.



## **Christopher J.G. Brockmeyer**

Director

*Employee Benefit Funds for the Broadway League*

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. Mr. Brockmeyer serves as an employer-appointed trustee (in most cases as Co-Chair) on 11 multi-employer pension funds, 6 health funds and 5 annuity/401(k) funds with nearly \$7 Billion in assets, covering 125,000 current or future retirees and providing health care coverage for 25,000 employees (plus their dependents) in the entertainment industry.

Before arriving at the Broadway League, Mr. Brockmeyer was the Director of Labor Relations at Live Nation/Clear Channel Entertainment for 7 years, negotiating and 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, he spent nearly 8 years working for the performers' unions, Actors' Equity Association (AEA) and the American Federation of Television and Radio Artists (AFTRA).

Mr. Brockmeyer 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 multiemployer plans through communication with government officials and members of Congress. He was actively involved in the development and passage of the Multiemployer Pension Reform Act of 2014 (MPRA). Mr. Brockmeyer is a regular speaker at investment and employee benefits conferences and was recently honored by *Institutional Investor* magazine with the 2014 Taft-Hartley Plan of the Year award.

In addition to his work in the entertainment industry, Mr. Brockmeyer served a four-year term as a Councilman for the Town of North Salem in Westchester County, New York and currently serves on North Salem's Planning Board. He is also a trustee of the North Salem Open Land Foundation.

Mr. Brockmeyer 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.

# SPEAKER BIOGRAPHIES



## **Randy G. DeFrehn**

Executive Director

*National Coordinating Committee for  
Multiemployer Plans (NCCMP)*

With 40 years of experience serving multiemployer plans, their participants and sponsoring organizations, Randy has served as an administrator of national pension, health and welfare benefit plans in the U.S. and Canada; an employee benefits consultant; a registered investment advisor; and since 2000, as their lead advocate and chief spokesman on matters of public policy. He regularly testifies before committees of the United States House of Representatives, Senate, and administrative agencies with jurisdiction over multiemployer plans. He is often consulted by government officials, quoted in the mainstream and trade press in the US and Europe and has provided commentary on the funded status of multiemployer defined benefit pension plans on CNBC's "The Kudlow Report;" MSNBC's "Dylan Ratigan Show;" and on National Public Radio.

During his tenure the NCCMP has been instrumental passage of a variety of legislative measures to protect the interests of these plans and their participants, including the Pension Protection Act of 2006 and the Multiemployer Pension Reform Act of 2014 (MPRA) which provided additional voluntary tools for trustees of plans otherwise heading for insolvency to remain solvent and preserve participants' benefits above what they would have received under previous law.

Recognizing that employee benefit trends no longer respect geographic boundaries, in 2009 Randy joined with like-minded advocates in Canada and the European Union as a founding member of the Consortium of Advocates for Worker Benefit Security to share information regarding developing trends and coordinate comments and responses to government proposals and quasi-governmental regulatory authorities. This consortium was expanded in 2013 to become the Global Pension Alliance which represents a wide array of organizations and pension plan sponsors.

Under his leadership, the NCCMP received the National Electrical Contractor Association's "Industry Partner Award" for its work to preserve and protect multiemployer pension plans. Personally, Randy was recognized as a "CORPaTH Champion." *Institutional Investor* magazine has named him a member of their Pension 40 each year since its inception in 2013. This has been described as a listing of "the 40 most influential people in the battle to decide the future of U.S. pensions." In addition, Randy received the International Foundation of Employee Benefit Plans 2015 Public Service Award which recognizes an individual's contribution and concern for others through the advocacy and advancement of employee benefit plans.

Randy is a graduate of the University of Pittsburgh School of Social Work and earned a Master of Arts in Industrial Relations from St. Francis College. Loretto, Pennsylvania.

# SPEAKER BIOGRAPHIES



**Mary Ann T. Dunleavy, EA, ASA, MAAA**

Consulting Actuary

*Horizon Actuarial Services*

Mary Ann is a consulting actuary in the Silver Spring, Maryland office of Horizon Actuarial Services. She joined Horizon Actuarial Services in January, 2011 after a 25 year career at another actuarial consulting firm and has over 30 years of experience consulting with clients on retirement plans.

Mary Ann's areas of experience include the design of defined benefit pension plans, actuarial valuations under ERISA, actuarial projections and interactive modeling, designing funding improvement plans and rehabilitation plans, withdrawal liability, financial reporting, mergers and spin-offs, and plan termination involving the PBGC. Her clients include funds of all sizes in a wide variety of industries.

Mary Ann is a graduate of Iowa State University, holding a B.S. degree in mathematics. She is an Associate of the Society of Actuaries, an Enrolled Actuary, and a Member of the American Academy of Actuaries. Mary Ann is a regular speaker at trustee and professional education conferences.



**Madeleine Fallon**

Co-chair Board of Trustees

*Equity-League Pension & Health Trust Funds*

Madeleine Fallon is the union co-chair for the Equity-League Pension & Health Trust Fund which serves members of Actors' Equity Association, the national union of professional stage actors and stage managers. She is a thirty year member of Equity's governing Council. Ms. Fallon served as a member of the Equity's Centennial Committee during its 100th anniversary. Her career includes plays, sketch comedy, business theater and voice work. She is also a member of SAG/AFTRA and performs with the SAG/AFTRA Radio Players in Chicago. And she proudly serves as a delegate to the Chicago Federation of Labor on behalf of Actors' Equity Association.



**Diane Gleave, ASA, FCA, MAAA, EA**

Senior Vice President and Actuary,

Regional Manager, New York

*The Segal Group*

Ms. Gleave is a Senior Vice President and Actuary in Segal's New York office and has over 30 years of retirement consulting experience. As the New York Regional Manager, she is responsible for overseeing operations for the New York Region. Ms. Gleave is also a Regional Retirement Practice Leader.

# SPEAKER BIOGRAPHIES

In addition to her consulting and management responsibilities, Ms. Gleave performs actuarial valuations on behalf of plan sponsors, assists with PPA and MPRA certification/remedial plan efforts and works to navigate retirement plan issues with labor and management representatives engaged in the collective bargaining process.

Ms. Gleave is the Enrolled Actuary for a number of national, regional, and local multiemployer defined benefit plans as well as several single employer (union staff) plans, primarily in the building trades, trucking and entertainment industries.

Ms. Gleave received a BS *cum laude* in Mathematics from Hofstra University. She is an Associate of the Society of Actuaries, a Fellow of the Conference of Consulting Actuaries, a Member of the American Academy of Actuaries and an Enrolled Actuary. Ms. Gleave formerly served on the Multiemployer Plans Subcommittee of the American Academy of Actuaries and advises the National Coordinating Committee for Multiemployer Plans.

Ms. Gleave is a regular speaker on multiemployer retirement plan issues including the Multiemployer Pension Reform Act of 2014 (MPRA).



**Jeff Green**

Principal

*Harris Davis Rebar, LLC*

Jeff Green has experience as president and owner of several Midwestern structural steel/pre-cast erection, rebar placing and crane service companies. He serves as a multi-employer funds trustee and as an Ironworker IMPACT Regional Advisory Board Co-Chair. He retired from the US Navy after serving with the nuclear submarine services and holds degrees from MIT and Stanford.



**Eli Greenblum, FSA, MAAA, EA**

Senior Vice President and Actuary, East Region

Retirement Practice Leader, Washington, DC

*The Segal Group*

Mr. Greenblum is a Senior Vice President and Actuary in Segal's Washington, DC office. He serves on Segal's National Actuarial Policy Committee and leads the East Region Retirement Practice. Mr. Greenblum has over 30 years of actuarial consulting experience serving multiemployer, single employer, and public sector clients. As a member of the Office of the Chief Actuary, he peer reviews the firm's actuarial operations.

In addition to his consulting activities, performing actuarial valuations on behalf of plan sponsors, and implementing PPA'06 certification/remedial plan efforts, Mr. Greenblum also works to navigate retirement plan issues with labor and management representatives engaged in the collective bargaining process. This work includes the performance of "second opinion" actuarial studies, consulting on plan design, pricing of proposed benefit changes, and analysis of the actuarial status of pension plans in the air freight, telecom, newspaper, public transit, energy, professional sports, and steel industries.

# SPEAKER BIOGRAPHIES

Mr. Greenblum currently serves as the Enrolled Actuary for two national multiemployer pension plans, and works with labor organizations with regard to their staff pension arrangements.

Mr. Greenblum has been with Segal for over 30 years. He just completed a term as Vice President (Pension) and Chair of the Pension Practice Council for the American Academy of Actuaries (AAA), and is a member (and former Chair) of the AAA Multiemployer Plans Subcommittee. He played an active role in pension reform efforts that led to passage of the Pension Protection Act of 2006 and subsequent relief legislation, on behalf of the National Coordinating Committee for Multiemployer Plans.

Mr. Greenblum received a BA in Mathematics from the State University of New York at Albany. He is a Fellow of the Society of Actuaries, a Member of the American Academy of Actuaries, a Fellow of the Conference of Consulting Actuaries, and an Enrolled Actuary.

Mr. Greenblum is a frequent speaker at the annual Enrolled Actuaries Meeting. He is frequently quoted in publications including BNA Pension & Benefits Reporter and Pensions & Investments. Articles and presentations include:

- “The Long Road to Here: Recent Trends in the Multiemployer Plan System,” Labor and Employment Relations Association Winter Meeting, January 2016
- “Multiemployer Pension Plans Respond to the Financial Crisis,” by Judith F. Mazo and Eli Greenblum, Pension Research Council Working Paper, 2011
- “Options for Troubled Multiemployer Pension Plans in a Post-PPA World,” Benefits & Compensation Digest, September 2009



**Chris Heinz**

Principal

*Grossman Heinz*

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

# SPEAKER BIOGRAPHIES

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.



## **A.H. (Jiggs) Higgs**

Administrator, Pension Department  
*Iron Workers International*

Jiggs Higgs was appointed the Administrator of the Pension Department at the Ironworkers International by General President Jacob West in 2001. He administers the National Shopmen Pension Fund, the Canadian National Shopmen Pension Fund, as well as the merged International Association Pension Plan and the 401(k) Plan of the IABSORIW. Mr. Higgs also administers the Iron Workers reciprocity agreements.

His expertise in the administration of defined benefit plans is the result of more than 45 years in actuarial consulting, fund administration and management positions he has held at the Segal Company, Standard Data Corporation, Syscom and presently the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers for the last fifteen years.

He is a member of the Advisory Committee of the National Coordinating Committee for Multiemployer Plans.

## **Thomas Hindmarch**

Senior Employee Benefits Law Specialist  
*Department of Labor*

Thomas Hindmarch is a Senior Employee Benefits Law Specialist in the Office of Regulations and Interpretations for EBSA in Washington, D.C. His responsibilities include drafting regulations, Technical Releases and other guidance implementing Title I of the Employee Retirement Income Security Act of 1974 (ERISA) and reviewing draft regulations, rulings and notices of other agencies. Prior to joining EBSA in 2009, Mr. Hindmarch was the in-house benefits counsel for the U.S. subsidiaries of a large U.K. multinational corporation where he was responsible for legal, tax and compliance matters relating to the controlled group's U.S. employee benefit plans and other compensation



# SPEAKER BIOGRAPHIES

arrangements and handled issues arising under ERISA, the Internal Revenue Code, government contract laws, U.S. securities laws, and other laws affecting such plans and arrangements.

Mr. Hindmarch received his L.L.M. in Taxation from New York University School of Law in 1980, his J.D. from Wake Forest University School of Law in 1978, and his B.A. from Lafayette College in 1972.



## **Edward A. Kaplan**

Senior Vice President and National Health Practice Leader  
*The Segal Group*

Mr. Kaplan joined The Segal Company's National Health Practice as a Managed Care Consultant in 1993 and became National Health Practice Leader in 2001. Mr. Kaplan has worked with managed care programs since 1986, with special emphasis on pricing and plan design strategies for managed medical, dental, and prescription drug programs working with national and local corporations, governments, and collectively-bargained plans. He created the Segal Health Plan Trend Cost Survey in 1996, now a standard in the industry, and built Segal's national reputation as a leader in prescription drug plan benefit consulting and pharmacy benefits management consulting.

Prior to joining Segal, Mr. Kaplan served as an Associate Manager of Underwriting for a major insurance carrier, where he helped to develop managed care plan designs, pricing techniques, and financial risk sharing arrangements.

Mr. Kaplan also served as a Health Consultant for a major consulting firm where he assisted in the development of rate manuals for managed medical, dental, and prescription drug programs and was involved in several special studies related to managed care, including studies on the prescription drug "shoebox" effect, HMO "skimming", and other managed care issues.

Mr. Kaplan received a BA in Economics from Rutgers University. He is often quoted in general business and employee benefit publications on managed care issues. Mr. Kaplan is a member of several pharmacy benefit industry advisory boards.



## **Bernard T. King**

Senior Partner  
*Blitman & King LLP*

Bernard T. King represents private and public employee benefit plans and labor unions. Nationally recognized for his body of work, Bernie is consistently listed in The Best Lawyers in America, Who's Who Legal and New York Super Lawyers.

Bernie serves as counsel to a diverse base of employee benefit plans including large and small multiemployer plans, public plans and the benefit plans of professional athletes. In addition, Bernie represents labor unions in both the private and public sectors and engages in a wide variety of proceedings, including contract negotiations, labor board cases, arbitration and litigation.

# SPEAKER BIOGRAPHIES

Bernie has shaped the legal landscape of employee benefits and labor law. He is a Founding Fellow of the College of Employee Benefit Lawyers, a Fellow of the College of Labor and Employment Lawyers and has served as the Chair of the American Bar Association's Section of Labor and Employment Law and is currently on the Board of Governors of the American Bar Association. Bernie has been awarded The American Arbitration Association's prestigious Whitney N. Seymour Award. For many years he served as a professor of law in Cornell University's Extension Division, Labor Studies Program.

In his spare time, Bernie enjoys spending time with his family and four grandchildren. He is an avid runner and skier.



## **Martha LaFave**

Health Fund Coordinator

*International Union of Operating Engineers  
Local #49 Health and Welfare Fund*

Martha LaFave has spent several years working with Self Insured Taft Harley Health plans. She is the Health Fund Coordinator for the Operating Engineers Local #49 Health & Welfare Fund and previously as a Fund Administrator for the Sheet Metal Workers Local #10. She has worked to implement programs that provide early diagnosis, evidenced based treatments and Data supported quality health care and integration of these programs within their health plan.

She has worked with the Operating Engineers who have over 33,000 lives, to put together programs that provide their participants with tools to access information they need to make good health care decisions. The plan offer programs that connect participants with the best providers for their medical conditions in order to accurately diagnose. An extensive wellness screening to identify and manage health issues early and tools within the plan to support both wellness and specific conditions. The message they stress is the importance of achieving successful outcomes and managing health in order to reduce costs for the participant and the plan.

Ms. LaFave has appeared on The Mary Hansen Show in a segment entitled "A Model for Health Insurance" and on the Dylan Ratigan Show's segment "Hot-Spotting for a Healthier Health Care System".



## **Joyce A. Mader**

Partner

*O'Donoghue & O'Donoghue LLP*

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 multi-employer 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).

# SPEAKER BIOGRAPHIES

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.



**Larry J. McGann**

General Secretary-Treasurer

*International Union of Elevator Constructors*

Larry entered the elevator industry in November of 1973 in Richmond, Virginia and became a member of Local 51 in 1975. He served his local as the Recording Secretary, Vice-President and President until 1997. Larry is an OSHA approved instructor 10-Hour Safety Program. He also was an Instructor for the National Elevator Industry Educational Program in Richmond. Larry was selected by NEIEP as "Instructor of the Year" for the Southeast Region for the 1994-95 school season.

He was elected to the position of Business Representative for Local 51 in December 1997. He was appointed to the Joint Jurisdictional Committee by General President Edward C. Sullivan in 1999. In 2001 General President Dana Brigham appointed Larry as a Trustee of the Pension Plan. Larry left his position as Business Representative in January 2001 and worked as the Assistant National Director for the Elevator Industry Work Preservation Fund (EIWPF) until September 2002.

In 2002 Larry was appointed as a Regional Director and graduated from the Harvard Trade Union Program. At the IUETC Convention in 2011 he was elected as the General Secretary Treasurer.

# SPEAKER BIOGRAPHIES



## **Sean McGarvey**

President

*North America's Building Trades Unions*

A glazier by trade, Sean McGarvey is the President of the North America's Building Trades Unions.

Sean began his career in 1981 in Philadelphia, PA with Glaziers Local Union 252 of the International Union of Painters and Allied Trades (IUPAT), and subsequently worked his way up through various leadership positions within the IUPAT.

In 2005, he was elected Secretary-Treasurer of North America's Building Trades Unions. In 2012 Sean was unanimously elected by the Governing Board of Presidents of North America's Building Trades Unions, and was unanimously re-elected in 2015 by the delegates to the 69th Convention of North America's Building Trades Unions.

Sean currently serves in various capacities for the following organizations:

- Co-Chair of the Oil and Natural Gas Industry Labor-Management Committee – a unique partnership between America's Building Trades Unions and the American Petroleum Institute (API)
- Co-Chair of the Chemical Industry Labor – Management Committee
- Member; US Council on Competitiveness
- Secretary-Treasurer – the Union Labor Life Insurance Company (ULLICO)
- Treasurer- National Alliance for Fair Contracting, Inc.
- Chairman of the Board of Directors – National Coordinating Committee for Multi-Employer Plans
- Chairman of the Board – CPWR, The Center for Construction Research and Training
- Labor Co-Chair of the Center for Military Recruitment, Assessment, and Veterans Employment (CMRAVE) which operates the "Helmets to Hardhats" program
- Board of Directors Diabetes Research Institute (DRI)

Sean also serves on several other union construction industry labor-management committees.

Sean holds a Bachelor of Arts Degree from the National Labor College; and is a graduate of the Harvard University Trade Union Program.

Sean and Shari McGarvey were married in 2014, and currently reside in Maryland. Sean has two lovely daughters – Kerri Ann and Kelsey Marie, a grandson, Lucas Anthony and granddaughter, Leah Ann.

# SPEAKER BIOGRAPHIES



**John McIntire**

Partner

*O'Donoghue & O'Donoghue LLP*

John McIntire is a Partner with O'Donoghue & O'Donoghue LLP, in Washington, DC. He is primarily engaged in the representation of multiemployer and union-sponsored employee benefit plans. Mr. McIntire has extensive experience in matters relating to qualified pension and welfare plan administration, design, tax qualification and compliance. John serves as counselor to a number of multiemployer benefit trust funds and also advises unions in connection with employee benefit matters.



**John McNerney**

General Counsel

*Mechanical Contractors Association of America*

John McNerney is General Counsel at the Mechanical Contractors Association of America. He also serves as executive director of government and labor relations at MCAA. He covers regulatory and legislative issues for MCAA and works together with other specialty construction employer groups in the Campaign for Quality Construction, an alliance of five other prominent national union-sector employers groups—TAUC, NECA, SMACNA, ICEBAC, and FCA. He also works on national joint labor/management relations issues and legislative and policy positions with his counterparts at the United Association of Plumbers and Pipefitters, the national labor organization representing some 330,000 skilled pipe trades workers employed by MCAA members in the U.S. and Canada.

Before coming to MCAA in 1996, Mr. McNerney worked at the Associated General Contractors of America, serving as the association's staff attorney and as counsel to the AGC Federal Building Procedures Committee for five years. He was that organization's first Director of Contract Documents, and later served as Director of the Building Division, and later still as Director of Collective Bargaining Services, staffing the AGC union-sector members' ongoing relations with the AFL-CIO-affiliated Basic Trades unions.

Before taking up professional staff employment with national construction trade associations, Mr. McNerney worked as senior legal editor at two national legal publishing firms in Washington, DC, writing labor and employment laws articles for the Research Institute of America, and covering the U.S. Supreme Court for the Daily Labor Report and the Fair Employment Practices Manual published by the Bureau of National Affairs.

# SPEAKER BIOGRAPHIES



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

Partner

*Cox, Castle & Nicholson*

Board of Directors,

*NCCMP and NCCMP Research and*

*Education Corporation, Inc.*

Rocky is completing his second decade as a member of the Board of Directors of the NCCMP as an employer representative. 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 25+ years and has represented numerous other Basic Trades funds in Southern California. He has litigated many issues of interest 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 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, establishing the rights of individual workers to enforce the requirement that an employer pay prevailing wages. 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.



## **Bill Moriarity**

Trustee

*American Federation of Musicians &*

*Employers' Pension Fund*

Professional musician, St. Louis, MO and New York, NY, 1958-1990; Treasurer and Secretary, Local 802, American Federation of Musicians (NYC), 1990-1993; President, Local 802, AFM, 1993-2003; Co-chair, Local 802 Health Benefits Plan, 1993-2003; Trustee, American Federation of Musicians & Employers' Pension Fund, 1993-2005 and 2010-present.

# SPEAKER BIOGRAPHIES



## **Stephen J. O'Sick**

Fund Administrator

*Bricklayers and Allied Craftworkers Local #2*

Mr. O'Sick is the fund administrator of the Bricklayers & Allied Craftworkers Local #2NY, Pension, Annuity and Health & Welfare Benefit Funds. In this capacity he is responsible for the day to day operation for all three Funds. Mr. O'Sick was hired by the union's fund office in 1999 as collections coordinator and assumed the duties of fund administrator in 2005. He also serves as secretary of the New York State Health Care Alliance and is a member of the Labor Advisory Council with Express Scripts. Mr. O'Sick is a 22-year member of the Bricklayers & Allied Craftworkers Local Union #2 and is a 1994 graduate of the BAC Local #2NY Joint Apprentice School. He is currently serving his second year on the International Foundations Administrators Committee and was recently elected to the Foundations 2017 Board of Voting Directors representing Administrators-East. He is a past speaker, panelist and moderator at previous International Foundation educational conferences.



## **Bruce Perlin**

Assistant Chief Counsel

*Office of Chief Counsel,*

*Pension Benefit Guaranty Corporation*

Mr. Perlin is an Assistant Chief Counsel working on multiemployer matters for the PBGC. His work focuses on multiemployer issues involving plan partition, mergers, withdrawal liability, mass withdrawal, and plan termination and insolvency. He also litigates and advises on bankruptcy matters involving PBGC. Prior to joining PBGC, Mr. Perlin worked as an attorney with the IRS Office of Chief Counsel and drafted various guidance items affecting both single and multiemployer plans. He is a co-chair for the Subcommittee on Multiemployer Plan Withdrawal Liability for the American Bar Association's (ABA) Section of Labor and Employment, Employee Benefits Committee and is the chapter editor of Chapter 17, Multiemployer Plan Withdrawal Liability, for the ABA treatise Employee Benefits Law. Prior to joining IRS, Mr. Perlin worked at Slevin & Hart, P.C., where he focused on multiemployer plan litigation. Previous to his work at Slevin & Hart, Mr. Perlin worked at the Sheet Metal Workers National Pension Fund and the Central States, Southeast and Southwest Area Health and Welfare and Pension Funds. He is a fellow of the American College of Employee Benefits Counsel. Mr. Perlin received his undergraduate degree cum laude from Loyola University in Chicago where he also received a law degree.

# SPEAKER BIOGRAPHIES



**Earl Pomeroy**  
Senior Counsel  
*Alston & Bird LLP*

For 18 years, Earl Pomeroy served as North Dakota's sole Representative in the U.S. House. He was a leader in the fight to preserve and promote defined benefit pension plans and employer-provided health insurance.

As a Member of the Ways and Means Committee, Earl leveraged the insurance experience and actuarial exposure gained in his prior service as State Insurance Commissioner and President of the national Association of Insurance Commissioners to become an effective leader on pension, health and social security issues.

Since 2011, Earl has been in private practice with the Alston & Bird law firm, with a practice emphasis on protecting employee benefits for American workers.



**W. Thomas Reeder**  
Director  
*Pension Benefit Guaranty Corporation*

Tom Reeder began his legal career as an associate at Akin, Gump, Strauss, Hauer and Feld and later at Paul, Hastings, Janofsky and Walker, where he became a partner in the national employee benefits practice group. In February of 2000, he began working as an Attorney Advisor in the office of Benefits Tax Counsel in the Office of Tax Policy in the Department of the Treasury, eventually becoming Benefits Tax Counsel in 2005. He began work as Senior Benefits Tax Counsel for the majority staff of the Senate Finance Committee in May of 2009. As such, he was a key advisor in the development of the Affordable Care Act, as well as other legislation significantly affecting the employee benefits arena. In March of 2013, Reeder began a two-year assignment as Health Care Counsel in the Office Chief Counsel at the IRS. In that role, he coordinated the development of guidance on the tax rules included in the Affordable Care Act. President Obama announced his appointment of Reeder as the 15th Director of the Pension Benefit Guaranty Corporation on May 20, 2015, and he was confirmed on October 8, 2015.

A native Texan, Reeder is a graduate of the University of Texas at Austin College of Arts and Sciences, Graduate School of Business, and School of Law.



**Knut Ringen, Dr.P.H., M.H.A., M.P.H.**  
Principal  
*Stoneturn Consultants*

Dr. Knut Ringen is a consultant focusing on chronic disease control, environment, safety and health risk management, workers' compensation and health insurance. His main responsibilities are as senior science advisor for CPWR:



# SPEAKER BIOGRAPHIES

The Center for Construction Research and Training; principal investigator of the Building Trades National Medical Screening Program; and advisor to NCCMP on disease management. He is Vice President, Construction Section, International Social Security Association; and Chairman, Scientific Committee on Occupational Health in the Construction Industry, International Commission on Occupational Health. He is an author or editor of over 130 publications.



## **Joseph Sellers, Jr.**

General President

*International Association of Sheet Metal,  
Air, Rail and Transportation Workers*

Joseph Sellers, Jr., has risen steadily in his 35 years as an industry professional and union official. A second-generation sheet metal worker, his background includes managing the union and its affiliates at every level as well as many years as a leader in education.

Sellers' foundation in the labor movement reflects values learned from his father, whose deep commitment to the union sheet metal industry spanned 55 years as a member and 30 years as a local union officer.

Sellers started his apprenticeship in 1980 at Local 19 in Philadelphia and became a journeyman four years later. He was elected to the local's Executive Board in 1994 and was appointed to be Training Coordinator in 1996. In 2002, after serving as a Business Representative for two years, he became Local 19's President and Business Manager.

In August 2009, Sellers was elected to the international leadership as 11th General Vice President. The General Executive Council elected him to serve as the union's General Secretary-Treasurer (GST) effective July 1, 2011, and, after finalization of the merger of the Sheet Metal Workers and United Transportation Unions, he was unanimously re-elected as GST by delegates to the first SMART General Convention in August 2014. Sellers became SMART's General President May 1, 2015.

During his tenure as an officer at Local 19, Joe also held a number of important union and industry posts. He was president of many groups, including the Pennsylvania State and New Jersey State Councils of Sheet Metal Workers; the Mechanical Trades District Council of Delaware Valley; the Metropolitan Association of Presidents and Business Representatives; and the board of directors for the National Energy Management Institute (NEMI). He also was Secretary/Treasurer of the Mechanical and Allied Crafts Council of New Jersey.

As SMART General Secretary-Treasurer, Sellers led special campaigns to increase outreach and awareness for pension and health care issues, including compliance with the Pension Protection Act and Affordable Care Act. He has held several positions with the AFL-CIO and Building and Construction Trades Department at the national, state, and local levels. He currently serves as chairman of the union's National Pension Fund and is a trustee for several other national pension and health funds.

# SPEAKER BIOGRAPHIES



## **Josh Shapiro, FSA, FCA, MAAA, EA**

Senior Actuarial Advisor

*Groom Law Group*

Joshua Shapiro is a Senior Actuarial Advisor at Groom Law Group, Chartered. His practice focuses on the design, funding, and administration of multiemployer, single-employer, and governmental retirement plans. Josh's experience includes working with a wide range of organizations to ensure that their retirement programs meet their financial and human resources objectives while complying with the applicable laws and IRS, PBGC and DOL regulations. In many of his recent engagements he has assisted companies that have sought to balance the need to provide secure retirement benefits to their employees against the financial risks that retirement plans can create for the sponsor.

Prior to joining Groom, Josh was the Deputy Director for Research and Education at the National Coordinating Committee for Multiemployer Plans. In this role, he was a principal member on the team that spearheaded the legislative effort that resulted in the passage of the Multiemployer Pension Reform Act of 2014. Since joining Groom, Josh has continued to work closely with legislators and their staffs regarding the need for additional multiemployer pension reform.

Josh is a frequent speaker and author on multiemployer plan topics, and has testified before the US House of Representatives on the need for comprehensive pension reform. He currently serves as the vice-chair of the Academy of Actuaries Pension Practice Council and the Multiemployer Subcommittee.

### **Honors and Distinctions**

- 2015 Recipient of the Wynn Kent Public Communication Award from the Actuarial Foundation

### **Previous Experience**

- Deputy Director for Research and Education, The National Coordinating Committee for Multiemployer Plans
- Professional Affiliations
- Fellow of the Society of Actuaries
- Member of the American Academy of Actuaries
- Fellow of the Conference of Consulting Actuaries
- Enrolled Actuary

# SPEAKER BIOGRAPHIES



## **Serena Simons**

Senior Vice President and National Retirement  
Compliance Practice Leader

*The Segal Group*

Ms. Simons joined The Segal Company's Washington, DC Office in 2009 as Senior Vice President and National Retirement Compliance Practice Leader. Ms. Simons has more than 20 years of experience in employee benefit plan compliance. She works with the staffs of the Retirement and Compliance Practices to develop and manage the Company's retirement plan compliance services and is responsible for monitoring legislative, regulatory and judicial developments; disseminating retirement compliance information; preparing model compliance materials and collaborating with other retirement compliance specialists.

Ms. Simons specializes in research and analysis of issues related to retirement plans under the Internal Revenue Code and ERISA, including PPA and MPRA. Prior to joining The Segal Company, Ms. Simons was an attorney in private practice representing plan sponsors of employee benefit plans.

Ms. Simons received her JD, with high honors, from the Duke University School of Law, and received her BA from Duke University. She has been admitted to the Bar in the District of Columbia. Ms. Simons is a member of the Working Committee of the National Coordinating Committee for Multiemployer Plans (NCCMP). She is also a member of the Retirement Income Task Force of the American Benefits Council (ABC), and the IRS Mid-Atlantic Pension Liaison Group. She is a member of the American Bar Association Tax Section Employee Benefits Committee, and the former Chair of its Subcommittee on Pension Plans. She is a member and former Chair of the District of Columbia Bar Taxation Section. She is also a Fellow of the American College of Employee Benefits Counsel.

Ms. Simons speaks regularly on issues related to retirement plans and is on the Benefits Law Journal advisory panel.



## **Carolyn Smith**

Counsel

*Alston & Bird LLP*

Carolyn brings to her practice a unique blend of technical and policy experience, having served for over 20 years as counsel to the members and staff of the House Ways and Means and Senate Finance Committees. Carolyn utilizes her substantive background and in-depth experience in the regulatory and legislative process not only to counsel clients on compliance, but also to assist in strategic planning and advocacy in an uncertain and changing regulatory and legislative environment. Her current practice focuses on regulatory, compliance and legislative issues relating to health care, pensions, executive compensation and tax. Her clients include insurers, health plans, financial institutions, pharmaceutical manufacturers, media conglomerates and trade associations.

# SPEAKER BIOGRAPHIES

Prior to joining Alston & Bird, Carolyn was associate deputy chief of staff of the Congressional Joint Committee on Taxation. During her 20+ years on the Joint Committee staff, she was responsible for major health, pension and tax legislation from the Tax Reform Act of 1986 through the Pension Protection Act of 2006. In addition to advising Ways and Means and Finance Committee members and staff, she also worked closely with the U.S. Department of the 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.



**Tim Snyder**  
Segment Vice President  
Group Medicare Business  
*Humana*

Over his 23 year career with Humana, Tim Snyder has held multiple leadership positions for the company. Tim was named Segment Vice President of our Group Medicare Business in 2015. In this role, Tim is responsible for business development, client relationship management; long term strategy and top line P&L for Humana's nearly \$6B line of business. Prior to assuming this role for the company, Tim held leadership roles in Sales, Client Management and Government Relations.

Tim is a graduate of The Ohio State University and resides in Dublin, Ohio with his wife and three daughters.



**Daniel E. Stepano**  
General President  
*Operative Plasterers' and Cement Masons' International Association of the United States and Canada*

On April 16, 2016, the General Executive Board of the Operative Plasterers' and Cements Masons' International Association of the United States and Canada elected Daniel E. Stepano as the new General President of the International Association. Stepano will serve the remainder of the term of General President Patrick D. Finley, who passed away at home with his family on April 10, 2016.

Daniel Stepano has faithfully served the International Association and its membership at both the local and international levels. Just prior to the April 2016 election, Daniel Stepano served as the Executive Vice President and General Executive Board member. He has served in these positions since June 1, 2004; and he was elected to these positions at the 50th Convention in 2009, and the 51st Convention in 2014. Stepano has also served as the Director of Organizing since January 1, 2007.

General President Stepano looks forward to working closely with the officers, staff and membership of the OPCMIA, its State and Provincial Conferences, and Local Unions. He strongly believes that, by working together, we can tap into the creativity, experience, knowledge and skills of our officers and members to grow, develop and strengthen our organization for years and decades to come.

# SPEAKER BIOGRAPHIES



## **Charles A. Storke**

Director  
*Trucker Huss*

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 sometimes 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

# SPEAKER BIOGRAPHIES

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.



## **Edward C. Sullivan**

Retired President

*Building and Construction Trades Department, AFL-CIO*

Edward C. Sullivan, former President of the Building and Construction Trades Department, AFL-CIO, is a man who knows his way around the labor movement. Prior to his election in 2000 to the top post in the Department—consisting of 15 international unions representing 3,000,000 construction craftspeople in the U.S. and Canada—he was General President of the International Union of Elevator Constructors (IUEC).

In 1964, Sullivan began his career in the elevator trade as a probationary helper in IUEC Local Union #4 in Boston. He worked as a construction mechanic and an adjuster in maintenance for 17 years. In 1981, he was elected Business Manager of Local #4, and he served in that capacity until he was elected Assistant to the General President of the IUEC in 1996. He was elected General President of the union in 1998. He also chaired the Board of Elevator Regulators in Massachusetts for 10 years.

In 1997 he received the Gompers-Murray-Meany Award, the top honor awarded each year by the Massachusetts AFL-CIO.

Prior to his retirement in 2007, Sullivan served on the AFL-CIO Executive Council, he was Chairman of the Board of Directors of the National Coordinating Committee for Multi-Employer Plans, and the Center to Protect Workers' Rights. He also served as the Secretary-Treasurer of the Union Labor Life Insurance Company (ULLICO) and as a member of the boards of the AFL-CIO Housing Investment Trust, the Diabetes Research Foundation, the Theodore Roosevelt Conservation Partnership, the Nuclear Energy Institute, and the Working for America Institute.

Edward C. Sullivan lives in Foxboro, Massachusetts, with Mary Sullivan, his spouse of over 40 years.

# SPEAKER BIOGRAPHIES



**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 136,000 plan participants.

Mr. Sweeney is a 35-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.

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 and current officer of the Delaware Valley Health Care Coalition. He also serves 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.



**Monte Tarbox**

Executive Director, Investments

*National Electrical Benefit Fund*

Monte Tarbox is the Executive Director, Investments for the National Electrical Benefit Fund (NEBF) which provides pension benefits to IBEW construction electricians nation-wide. NEBF has over 500,000 participants, over 9,000 contributing employers and assets of \$12 billion. Monte has over 25 years of experience as an investment officer and advisor serving multi-employer pension funds and other institutional investors in the United States and Australia. Prior to NEBF, Monte was CIO at the IAM National Pension Fund in Washington. Monte has a BA from Carleton College and an MBA from the University of Chicago.

# SPEAKER BIOGRAPHIES



## **Lori Wood**

Executive Director

*Sheet Metal Workers' National Pension Fund*

Lori Wood is the Executive Director of the Sheet Metal Workers' National Pension Fund located in Fairfax, Va. The Sheet Metal Workers' National Pension Fund is a \$4 billion, labor-management defined benefit pension plan with approximately 140,000 participants nationwide.

Lori has 24 years of experience in working with Taft-Hartley benefit plans, plan sponsors and organized labor. She grew up in the Washington, DC area. After graduating from Marymount University with a degree in Business Administration, she joined the Service Employees International Union (SEIU). In 1999, she became the Administrative Director of Benefits where she managed multiple retirement plans and health plans. From that time through 2013, she served in several senior management roles for SEIU and its funds, including Deputy Chief of Staff and Human Resources Manager.

After a two-year stint at the Children's Defense Fund where she served as Vice President for Field and acting Chief Operating Officer, Lori returned to benefit plan administration in her current role in 2015.

In addition to her degree from Marymount University, Lori holds the Certified Employee Benefits Specialist (CEBS) and the Retirement Plan Associate (RPA) designations from the International Foundation of Employee Benefit Plans and the Wharton School of the University of Pennsylvania.







**September 26 – 28, 2016**  
**Hilton San Diego Resort and Spa**