Kenneth M. Piper Endowment

This lecture is funded by the Kenneth M. Piper Endowment, established by a gift from Mrs. Kenneth M. Piper in memory of her husband. Mr. Piper was a distinguished executive with Motorola, Inc., and Bausch & Lomb, Inc., who made important contributions in human resources and labor relations for more than two decades.

Kenneth M. Piper Endowment Advisory Board

Lisa R. Callaway
Clark Baird Smith LLP

Patricia A. Collins
Asher Gittler & D’Alba Ltd.

Terrence T. Creamer
Franczek Radelet PC

Stanley Eisenstein
Katz, Friedman, Eagle, Eisenstein, Johnson & Bareck PC

Marisel A. Hernandez
Jacobs, Burns, Orlove & Hernandez

Robert P. Keith
CNA Insurance

Martin H. Malin
Professor of Law, IIT Chicago-Kent College of Law

Susan Matta
SEIU Local 73

Philip A. Miscimarra
Morgan Lewis & Bockius LLP

Lisa B. Moss
Carmell, Charone, Widmer, Moss & Barr Ltd.

Peter S. Ohr
National Labor Relations Board

Patricia Costello Slovak
Schiff Hardin LLP

Institute for Law and the Workplace

35th annual Kenneth M. Piper Lecture
Tuesday, March 12, 2013 | 11:30am–1:00pm
1.25 hours of IL MCLE credit

Redistributing Health and Retirement Risks

565 West Adams Street
Chicago, Illinois 60661

Continuing Legal Education
Lecture Overview

The common narrative on the evolution of employee benefits over the past several decades is that health and retirement plans have gradually been redesigned to shift risk from employers to employees, as seen in the movement from defined benefit to defined contribution retirement plans and from fee-for-service health plans to consumer-driven plans, and that this shift is wholly undesirable, leaving employees to bear unreasonable risks. This lecture will take a deeper look at the question of the distribution of health and retirement risks in the employer-employee relationship, first by providing a taxonomy of the risks with which we are concerned. After detailing the specific risks involved, the lecture will examine the relative capacity of employers and employees to absorb these risks, as well as the relative capacity to control or mitigate these risks. The lecture will conclude by offering thoughts on what this risk assessment means for employer decisionmaking and regulatory structure.

Two labor and employment leaders will comment on the lecture from management and employee and perspectives.

Lecturer

Amy B. Monahan
Professor of Law and Solly Robins Distinguished Research Fellow
University of Minnesota Law School

Amy B. Monahan joined the University of Minnesota Law School faculty in 2009. She teaches and writes in the areas of federal taxation and employee benefits law. Her current research interests include employer-provided health care, health insurance regulation, and both public and private retirement plans.

Professor Monahan received her B.A. from The Johns Hopkins University in International Studies, with university and departmental honors. She received her J.D. from Duke University School of Law, where she was Managing Editor of the Duke Journal of Comparative & International Law. Following law school, she practiced with Sidley Austin LLP in Chicago.

She has previously taught at Notre Dame Law School and the University of Missouri School of Law. Professor Monahan served as Chair of the American Association of Law School’s Section on Employee Benefits during 2008-09, and in 2010-11 was appointed to the Institute of Medicine’s Committee on the Determination of Essential Health Benefits. She was named the law school’s Stanley V. Kinyon Tenured Teacher of the Year for 2010-11.

Commentator

Ronald Meisburg
Partner
Proskauer Rose LLP

Ronald Meisburg is a partner in the Labor & Employment Law Department and co-head of the Labor-Management Relations practice group, resident in the Washington, D.C. office of Proskauer Rose LLP.

Before joining Proskauer, Mr. Meisburg served as General Counsel of the National Labor Relations Board (NLRB) for four and one half years and as a board member for one year. He is one of only four people to have served as both a board member and as the general counsel, and the only person to have received Presidential nominations for both offices.

Prior to serving at the NLRB, Mr. Meisburg was a management labor lawyer from 1980 through 2003. In private practice, he has advised management clients with respect to issues arising under federal labor and employment law and collective bargaining agreements; served as labor counsel in complex business transactions; assisted clients in collective bargaining and in grievance and arbitration cases; and represented clients in matters pending before federal labor and employment agencies, and in federal trial and appellate court litigation.

Prior to entering private practice, Mr. Meisburg spent six years as a litigator in the Office of the Solicitor, U.S. Department of Labor, in Washington, D.C., in the Division of Employee Benefits and the Division of Mine Safety and Health. At the Department he received a number of recognitions and awards, including being a member of the litigation team that won the Secretary of Labor’s Distinguished Achievement Award in 1978.

Mr. Meisburg has served in various leadership roles, including President of the Energy and Mineral Law Foundation, and has taught business law as an award winning Adjunct Professor at the University of Maryland’s Smith School of Business. He received his J.D. from the University of Louisville and his B.A. from Carson-Newman College.

Commentator

Stephen R. Sleigh
Fund Director
IAM National Pension Fund

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

Prior to managing the IAM Funds, Mr. Sleigh served as partner for The Yucaipa Companies, with responsibility for fundraising, deal-sourcing and managing investments for the Los Angeles-based private equity firm. His early career includes serving as the director of strategic resources for the IAM, where he gained extensive experience in collective bargaining in aerospace and manufacturing industries. Mr. Sleigh also served as Research Director for the International Brotherhood of Teamsters and Deputy Director for the Center for Labor-Management Policy Studies. Mr. Sleigh was appointed as a director of the Baltimore Branch of the Federal Reserve Bank of Richmond in 2012.

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