



Section on Employee Benefits

The Mission of the ISBA Employee Benefits Section:

To study, educate the profession, comment on legislation and regulation and perform other appropriate activities assigned to it by the Association with respect to the following as they relate to the compensation (current or deferred, direct or fringe benefit) of persons for employment type services: 1. Rights between employers and employees; 2. Rights between contractors; 3. Tax and estate planning; 4. Reporting and disclosure; 5. Benefit administration; 6. Investments and fiduciary duties; 7. Age and sex discrimination; and 8. Other appropriate and related matters.

General:

- ◆ Section dues are \$30 per year.
- ◆ To join, go to www.isba.org/sections

Continuing Legal Education

The Section sponsored the following program during the year:

- ◆ **Overseeing Retirement Plan Investments: Understand Your ERISA Fiduciary Obligations** (02/19/19)

Section members also receive discounts on section-sponsored CLE programs.

Legislation

The Section Council reviews proposed legislation that may affect their members' practice area. Highlights of the most recent legislative session include:

1. Number of bills reviewed: 3
2. Significant legislation:
 - a. HB 2343 – Healthy Workplace Act
 - b. SB 75 – Workplace Transparency Act

ISBA Central

- ◆ Members of the ISBA section get free access to the section's community on ISBA Central. The ISBA Central community allows section members to pose questions, answer questions, and share information with fellow section members from around the state.

Newsletters

During the 2018-19 bar year, the Section published 3 newsletters.

Articles included:

- ◆ HHS issues guidance on disposing of electronic devices and media (Oct. 2018)
- ◆ New Illinois law expands the rights of nursing mothers in the workplace (Oct. 2018)
- ◆ Pension plans, divorce, and participant death (Oct. 2018)
- ◆ Proxy voting for ERISA plan fiduciaries (Oct. 2018)
- ◆ Video surveillance dooms disabled status (Dec. 2018)
- ◆ IRS retirement plan limitations for 2019 (Dec. 2018)
- ◆ Reminder: Secure Choice Savings Program is being rolled out in Illinois (Dec. 2018)
- ◆ Proposed regulations expand use of health reimbursement arrangements (Dec. 2018)
- ◆ Plan's failure to notify participant of deadline to file suit left limitations period unenforceable (Dec. 2018)
- ◆ Union's duty to indemnify terminates (Apr. 2019)
- ◆ Student loan repayment assistance programs (Apr. 2019)
- ◆ IRS shows how difficult it can be to exclude business meals from income (Apr. 2019)
- ◆ Pension plan sponsors should be mindful of a new wave of class action lawsuits (Apr. 2019)