

2008 Employee Benefits Spring Meeting

Session 3-3 –Multiemployer Plans Workshop
June 4, 2008

I. Introductions

II. Format of the Meeting

- A. Limited democracy!
- B. List of possible topics

III. Possible Topics

- A. PPA first round issues
- B. Rehiring retirees
- C. Professional responsibility
- D. Funding issues
- E. Withdrawal liability issues
- F. Administration
- G. EGTRRA
- H. Post-retirement Medical Benefits
- I. PBGC maximum benefit guarantee
- J. Other Topics
- K. Suggestions from the floor

IV. PPA First Round

- A. Zone issues/desires
- B. Projection Issues
- C. First Certifications
- D. Rehab plan experience
- E. Funding Improvement Plan experience
- F. Strategy discussions
- G. Amortization extensions (do they help?)
- H. Surcharges
- I. Impact on Withdrawal Liability

- J. Assumption and method changes
- K. Legal Issues
- L. Other issues

V. Rehiring Retirees

- A. Shortages of skilled workers
- B. Liberalize suspension of benefit rules
- C. Other benefit options
- D. Permanent or Window basis
- E. Phased retirement designs

VI. Professional Responsibility Issues - what do you do?

- A. Improper investments
- B. Incompetent or incomplete data
- C. Investment philosophy will never meet valuation assumptions
- D. Improper or excessive expenses
- E. Improper benefit approvals
- F. Lack of fiduciary insurance
- G. Shop(s) is / are very delinquent in contributions
- H. Takeover cases - inability to reconcile costs

VII. Funding Issues

- A. Minimum funding requirements
 - 1. Normal cost exceeds expected contributions
 - 2. “Ongoing” minimum versus current minimum
- B. Investment Return assumption trends
- C. Mortality assumptions
- D. Other Assumptions
- E. Stochastic Modeling (is this the future?)

VIII. Withdrawal Liability Issues

- A. PPA issues
 - 1. Fresh start
 - 2. Free look
 - 3. Surcharge contributions

- 4. Benefit reductions
 - B. When a shop withdraws
 - C. When a shop is (very) delinquent
 - D. When “Presumptive Method” applies, but information is lacking
 - E. “Best estimate” assumptions (withdrawal interest rate different from funding basis)

IX. Post-retirement Medical Benefits

- A. SOP 92-6
- B. Funding retiree medical benefits
- C. Benefit Designs

X. Hybrid Plans

- A. Cash Balance
- B. Partial Lump-sums
- C. Annuity Supplements
- D. Coordination with other benefit plans
- E. Other

XI. Other Topics