

# PAUL M. HEYLMAN - EMPLOYEE BENEFITS AND EXECUTIVE COMPENSATION



As part of his representation of corporate management, Paul Heylman represents employers and plans in employee benefits matters. His practice in the area includes:

- Representation of employers in litigation and disputes regarding
  - Pension plans
    - Section 510 ERISA claims
    - Pension Benefit Guaranty Corporation obligations
    - Class coverage/eligibility disputes
    - Alleged trustee breach of fiduciary duty
    - IRS qualification (SEP/IRA)
- Severance plans
- Health plans (both self-funded and insured)
  - Compliance issues under PPACA (Health Care Reform)
  - Post-hoc COBRA eligibility
  - Employer-TPA disputes
- Representation of employers in pension plan audits by the U.S. Department of Labor (Employee Benefits Standards Administration) and plan qualification issues (Internal Revenue Service)
- Counseling employers in such areas as
  - PPACA (Health Care Reform)
  - Funding and benefit obligations under the 2006 PPA legislation (including 2008 WRERA changes)
  - COBRA continuation subsidy compliance
  - Changes to retiree medical benefits
  - Title II (IRC) and Title I (DOL) pension and benefit compliance
  - Title IV compliance (PBGC and multiemployer trustee issues)
  - Corporate downsizing programs, in planning, implementation and defense of changes in plan structures
  - MPPAA disputes

In addition to his practice, Mr. Heylman is a frequent speaker and author on labor and employment law issues.

He is admitted to practice before the U.S. Supreme Court, the U.S. Courts of Appeal for the Second, Third, Fourth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh and D.C. Circuits and the U.S. District Courts for California, the District of Columbia, Illinois, Maryland, New York, Pennsylvania and Texas.

He is also a member of the International Foundation of Employee Benefit Plans and the Employee Benefits Committee of the U.S. Chamber of Commerce.

## EXPERIENCE

His representation of employers in litigation includes:

- Litigation of labor law and ERISA issues in federal and state courts, before the NLRB and in arbitration
- Defense of wrongful discharge claims, such as employment at will, public policy and employment-related tort claims
- Defense of individual and class EEO claims, such as sex, age, harassment, race and disability claims
- Protection of employer rights to proprietary information
- Pursuit of employee fraud and financial misconduct

In addition to his practice, Paul is a frequent speaker and author of articles concerning developments in labor and employment law as well as maritime issues.

Paul is admitted to practice before the U.S. Supreme Court, the U.S. Courts of Appeal for the Second, Third, Fourth, Sixth, Seventh, Eighth, Ninth, Tenth, Eleventh and D.C. Circuits and the U.S. District Courts for California, the District of Columbia, Illinois, Maryland, New York, Pennsylvania and Texas.

## MORE ABOUT PAUL M. HEYLMAN'S EXPERIENCE IN THE FOLLOWING AREAS:

[Go to Overview for Paul Heylman](#)

Ports & Maritime