

IPEBLA

International Pension & Employee Benefits Lawyers Association



Workshop 6: *“Employment Issues / Individual Contract Law Issues for Pensions and Benefits”*

The workplace relationship between employers and employees is established by the terms and conditions of employment, which may include an employment contract (explicit or implicit), collective bargaining and other agreements, statutes and other legal requirements. A major component of the employment relationship is the pension and other benefits promised to the employee by the employer. This workshop will examine the relationship between pension and benefits, and the employment relationship.

- Does changing the benefit scheme affect the employment relationship?
 - Legal limits to changing a pension promise, if any
 - Reducing or eliminating benefits
- How does changing the employment relationship affect the pension and benefit entitlements of employees?
 - Pensions during part-time employment, the notice period, during layoff, early retirement incentives
- What is the role of the worker’s council or the collective bargaining agent?
- Member communication
 - Good faith obligations
 - Employees’ perception and appreciation