Employee Benefits (EB)

EB 450. Lawyering Skills IV: Drafting Employee Benefits Law. 3 hours.
Drafting course focuses on the skills needed to create effective
documents in the area of employee benefits law. Course Information:
Same as JD 450. Previously listed as JD 155/EB 377. Prerequisite(s): JD
401, and JD 405, and JD 406, and JD 407, and JD 411, and JD 414, and
JD 415, and JD 416; and LAW 402 or LAW 403 or LAW 404; and LAW
412 or LAW 413; and LAW 422, and EB 475.

EB 460. Survey of Executive Compensation Plans. 2 hours.
Provides an overview of the framework of rules governing nonqualified
executive compensation, with primary focus on tax, legal, and financial
issues. Course Information: Same as JD 460. Previously listed as JD
224/EB 365. Prerequisite(s): JD 401 and JD 405 and JD 406 and JD 407
and JD 411 and JD 414 and JD 415 and JD 416; and LAW 402 or LAW
403 or LAW 404 and LAW 412 or LAW 413; and JD 470 or TX 470.

EB 475. Employee Benefits Law. 3 hours.
Surveys basic tax, legal, business, labor, employment, and other issues
that affect retirement plans, and participants rights under such plans.
Course Information: Same as JD 475. Previously listed as EB 360/JD
216. Prerequisite(s): JD 401 and JD 405 and JD 406 and JD 407 and JD
411 and JD 414 and JD 415 and JD 416; and LAW 402 or LAW 403 or
LAW 404; and LAW 412 or LAW 413.

EB 479. Employee Benefits Litigation. 2 hours.
Examines the litigation aspects of controversies and claims involving
retirement, welfare, and other fringe benefit plans. Course Information:
Same as JD 479. Previously listed as EB 358/JD 358. Prerequisite(s): JD
401 and JD 405 and JD 406 and JD 407 and JD 411 and JD 414 and JD
415 and JD 416; and LAW 402 or LAW 403 or LAW 404; and LAW 412 or
LAW 413.

EB 482. Compensation Law: Taxation and Other Legal Issues. 3 hours.
Explores how businesses pay compensation to individuals with respect to
tax, corporate, securities, employment, and discrimination laws. Course Information:
Same as JD 482. Previously listed as JD 144/EB 344. Prerequisite(s): JD
401, and JD 405, and JD 406, and JD 407, and JD 411, and JD 414, and JD
415, and JD 416; and LAW 402 or LAW 403 or LAW 404; and LAW 412 or
LAW 413.

EB 494. Health Care Reform Under the Affordable Care Act. 3 hours.
This seminar explores global implications of information crossing
jurisdictional lines and conflicts of laws and culture regarding protection of
information and information privacy. Course Information: Same as JD
494. Previously listed as JD 364/EB 364. Prerequisite(s): JD 401, and JD
405, and JD 406, and JD 407, and JD 411, and JD 414, and JD 415, and
JD 416; and LAW 402 or LAW 403 or LAW 404; and LAW 412 or LAW
413.

Basic survey course intended to provide fundamental familiarity with
welfare benefit plans and their related tax issues. Course Information:
Same as JD 501. Previously listed as JD 223/EB 363. Prerequisite(s): JD
401, and JD 405, and JD 406, and JD 407, and JD 411, and JD 414, and
JD 415, and JD 416, and LAW 402 or LAW 403 or LAW 404, and LAW
412 or LAW 413.

EB 511. Tax and Employee Benefits Research. 2 hours.
Acquaints students with the of research materials available in the tax and
employee benefits areas and develops their skills in researching issues.
Course Information: Same as TX 511. Previously listed as EB 333 /TX
333.

EB 520. Fundamentals I of Retirement Plan Issues. 3 hours.
Covers the design, qualification, funding and administration of employee
retirement plans, including ERISA compliance requirements and the
Internal Revenue Code. Course Information: Previously listed as EB 361.
Prerequisite(s): EB 475 or JD 475.

EB 521. Fundamentals II of Retirement Plan Issues. 3 hours.
A continuation of Fundamentals I and covers the design, qualification,
funding and administration of employee benefit plans. Course
Information: Previously listed as EB 362. Prerequisite(s): EB 520.

EB 522. Survey of Retirement Plan Issues. 2 hours.
Surveys the labor, employment, and tax rules affecting employee pension
and profit sharing plans. Course Information: Previously listed as EB 359.

EB 531. ERISA Responsibilities for Financial Institutions and
Service Providers. 2 hours.
Examines substantive areas that financial institutions and service
providers must know when providing investment options and services
to ERISA plans. Course Information: Previously listed as EB 353.
Prerequisite(s): EB 521.

EB 533. Cash of Deferred Arrangements. 2 hours.
Examines cash and deferred plans, their ongoing administration, annual
testing, plan loans, asset investment, fiduciary issues, QDRO procedures,
and reporting and disclosure requirements. Course Information:
Previously listed as EB 354. Prerequisite(s): EB 520 and EB 521.

EB 535. Employee Stock Ownership Plans. 1 hour.
Focuses on the use of employee stock ownership plans (ESOPs) as
employee benefit plans, tools of corporate finance, and ownership
succession strategies. Course Information: Previously listed as EB 355.
Prerequisite(s): EB 520 and EB 521.

EB 536. ERISA Fiduciary Law. 2 hours.
Examines fiduciary responsibility under ERISA: requisites for fiduciary
status, statutory bases of specific duties and prohibitions, and issues
surrounding management of plan assets. Course Information: Previously
listed as EB 356. Prerequisite(s): EB 520 and EB 521.

EB 541. Employee Benefits Practice and Procedure. 2 hours.
Examines the federal administration of employee benefit plans under the
Internal Revenue Code and ERISA. Course Information: Previously listed
as EB 357. Prerequisite(s): EB 520.

EB 543. Specialized Employee Benefits Plan. 2 hours.
Intended for the tax practitioner who has a foundation of rules governing
retirement plans; examines additional tax rules applicable to specialized
retirement plans. Course Information: Previously listed as EB 366.
Prerequisite(s): EB 520.

EB 545. Contemporary Benefits Issues. 2 hours.
Topics may include IRS/DOL compliance and audit programs, estate
planning distributions, fiduciary litigation, and the impact of other federal
laws on employee benefit plans. Course Information: Previously listed as
EB 367. Prerequisite(s): EB 520.

EB 547. Executive Compensation Benefits Advanced. 2 hours.
Explores equity-based compensation plans, change of control
arrangements, executive compensation for multinationals and tax-
exempts, and insurance. Course Information: Previously listed as EB 369.
Prerequisite(s): JD 460 or EB 460.
EB 551. Employee Benefits Public Policy. 2 hours.
Introduces students to policy analysis used to develop legislation and
regulations in employee benefits and the courts' implementation of such
rules. Course Information: Previously listed as EB 378. Prerequisite(s):
EB 520.

EB 553. International Employee Benefits Law. 1 hour.
Examines issues arising from the use of employee benefit plans in the
international context. Course Information: Same as IBT 553. Previously
listed as EB 388/IBT 788. Prerequisite(s): JD 475 or EB 475.

EB 555. Externship and Practicum in Employee Benefits. 1-4 hours.
Placements include: ABA, ASPPA, DOL, IRS, NEPAP, PBGC, Pension
Rights Center, PSCA, U.S. Department of Treasury, and consulting
firms. Course Information: May be repeated to a maximum of 4 hours.
Previously listed as EB 390. Prerequisite(s): EB 520 and EB 521 and EB
511 or TX 511.

EB 556. Employee Benefits in Corporate Transactions. 1 hour.
Examines employee benefits in the context of a sale of a business,
bankruptcy, or other corporate transactions and includes an in-class
mock negotiation. Course Information: Previously listed as EB 376.
Prerequisite(s): EB 521.

EB 593. EB Consortium: Kent. 1-4 hours.
Law school courses satisfactorily completed at Chicago-Kent College
of Law. Course Information: May be repeated with approval. Applies
to law school courses law students have received advance approval to
complete at Chicago-Kent College of Law through our agreement
with Chicago-Kent College of Law. Students will register through UIC and
will pay tuition to UIC for these courses.

EB 594. Special Topics in Employee Benefits Law. 1 or 2 hour.
The topics will change form time to time to allow the professor and
students to explore advanced topics in employee benefits law. Course
Information: May be repeated if topics vary. Previously listed as EB 368.
Prerequisite(s): JD 475 or EB 475.

EB 595. EB Consortium: DePaul. 1-4 hours.
Law school courses satisfactorily completed at DePaul University College
of Law. Course Information: May be repeated with approval. Applies
to law school courses law students have received advance approval to
complete at DePaul University College of Law through our agreement
with DePaul University College of Law. Students will register through UIC and
will pay tuition to UIC for these courses.

EB 596. Independent Study in Employee Benefits. 1-3 hours.
An independent study project must be approved by the director and
requires scholarly study which will result in a significant contribution to
employee benefits law. Course Information: May be repeated if topics
vary to a maximum of 3 hours. Previously listed as EB 394.