Natasha Monkman is a pension and benefits lawyer in Hicks Morley's Toronto office. She regularly advises both public and private sector employers on governance, plan administration, investment and compliance matters relating to their employee benefit plans and pension plans.

Natasha has advised multiple clients on asset and liability transfers and issues relating to derisking initiatives, including annuity purchases. More recently, Natasha has assisted clients with respect to the strategy, negotiation and implementation of complex plan design changes, including single employer to jointly sponsored pension plan mergers and conversions. She has also advised employers and plan administrators regarding mergers and acquisitions and funding issues, including in the context of insolvency proceedings.

Natasha routinely assists clients with and has defended claims regarding benefit entitlements, including upon marriage breakdown and the death of an employee.

Natasha also regularly advises municipal and school board employers regarding their obligations as participating employers in large public sector pension plans and has represented participating employers in related grievance arbitrations.

Practice Areas

Pension, Benefits & Executive Compensation

Industries

Arts & Sports Construction Education Energy & Utilities Financial Services Government Ministries & Agencies (Federal and Provincial) Healthcare Hospitality & Gaming Long-Term Care and Home Care Manufacturing Media & Communications Membership Associations Mining & Natural Resources Municipalities & Municipal Agencies Non-profit Organizations Professional & Technical Services Retail & Wholesale Trade School Boards Social Services Transportation & Warehousing Universities

Awards & Recognition

Canadian Pension & Benefits Institute (2015)
Ontario Regional Volunteer of the Year

Canadian Legal Lexpert Directory (2021)
Pensions & Employee Benefits (Repeatedly Recommended)

Memberships & Affiliations

Ontario Bar Association – Member (Pension and Benefits Law Section)

Canadian Bar Association – Member (National Pension and Benefits Law Section)

Canadian Pension & Benefits Institute – Member, Ontario Regional Council – Chair (2017-2019), Past Chair (2020-present)

Canadian Pension & Benefits Institute – Member, National Board Director, Ontario Region (2020-present)

Select Publications & Presentations

"HRPA Quinte and District Chapter" 21st Annual HR Employment and Labour Law Conference (October 29, 2019)

“Canadian Pensions Certificate Program” Human Resources Professional Association (September 10-12, 2019)

“What’s New in Pensions and Benefits: Case Law and Regulatory Update” Canadian Bar Association (CBA) Pensions and Benefits Law Section Webinar (June 6, 2019)

“When Is It Permissible to Discriminate?” International Foundation of Employee Benefit Plans Canadian Legal and Legislative Update (May 15-16, 2019)

“Managing Your Organization: Potential Risks and Solutions for an Aging Workforce” Canadian Pension and Benefits Institute (CPBI) Ontario Signature Series (April 9, 2019)

“Navigating New Options Proposed for Addressing Salary Overpayments” *The Lawyer’s Daily* (April 2, 2019)

“Canadian Pension Certificate Program” Canadian Pension and Benefits Institute (CPBI) Ontario (March 5-7, 2019)

“Regulatory compliance and best practices in plan administration and communications” CPBI/HRPA Pension Certificate (co-instructor) (November 1, 2018)

“All About Administration” CPBI Ontario Regional Conference (October 19, 2018)

“Combating Benefits Fraud” OMHRA One-Day Seminar (December 4, 2017)

“Pensions and Benefits Hot Spots – The Back to School Edition” Ontario Bar Association (September 27, 2017)

“Implementing intentions: Recent pension division jurisprudence” Canadian Bar Association Pensions and Benefits Law Section (July 13, 2017)

“Changes to Employment and Labour Laws: Impact for Employers, Workers and Workplaces” Webinar – International Foundation of Employee Benefit Plan (July 18, 2017)

“Putting it all Together: Applying Your Knowledge to Real-World Fact Situations” Osgoode CPD: 2017 Legal Guide to Pension and Benefit Entitlements Upon Marriage Breakdown (January 30, 2017)

“The Importance of Benefit Plan Governance” HRPA Durham Chapter – Employment and Labour Law Conference (June 10, 2016)

“Putting it all Together: Applying Your Knowledge to Real-World Fact Situations” Osgoode CPD:

2016 Legal Guide to Pension and Benefit Entitlements Upon Marriage Breakdown (January 28, 2016)

Guest on *Heirs + Omissions* (Cable 14 Hamilton), discussing spousal and beneficiary pension plan entitlements (November 26, 2015)

“OMERS Enrolment Issues, Risk and Strategies” OPSBA Labour Relations and Human Resources Symposium (March 26, 2015)

“Pension and Benefit entitlements Upon Marriage Breakdown: The Legal Guide” Osgoode Professional Development (January 28, 2015)

“DC Plans Should Look South: Litigation Lessons from the U.S.” CPBI Atlantic Regional Conference (September 25, 2014)

“The Future of Workplace Pensions” *BenefitsCanada.com* (2014)

“Pension Plan Administration Challenges: Spousal Waivers and Beneficiary Revocations Contained in Separation Agreements” OBA Institute 2011 (February 3, 2011)

Education

Mount Allison University, B.A. (Hons.)

Osgoode Hall Law School, LL.B.