

Stamer Speaks On Transgender Legal Issues At ABA RPTE Spring Symposia



Cynthia Marcotte Stamer

Cynthia Marcotte Stamer will be among the panelists discussing “Transgender Issues Across Trans-Legal Disciplines” on Friday, April 21, 2017 at the American Bar Association (ABA) 29th Annual RPTE Spring Symposia hosted by the ABA Real Property, Trusts and Estates Section (RPTE) in Denver Colorado.

Amid rapidly evolving federal and state laws concerning the rights of transgender individuals, Ms. Stamer will join moderator Tara Silver-Malyska and fellow panelists Sara Schnorr and Kevin Wiggins in reviewing and discussing the latest issues and trends involving transgender and gender dysphoria under employment, employee benefit real estate and other laws such as:

- The Office of Federal Contract Compliance Programs (OFCCP) Executive Order 11246/Affordable Care Act Section 1557/EEOC position on Title VII of the Civil Rights Act;
- Gender dysphoria treatments as an essential health benefit and under state law;
- Changing/incorrect names on real estate records and will and trust documents;
- Housing: barriers to access and discrimination in financing due to inconsistent credit histories;
- Impact of inconsistent gender markers and gender expression on access to public accommodations; and
- Restroom and locker room issues, both within and outside of the employer context, including access, design issues and building code requirements.

The panel is part of two-days of continuing education and professional development programming following the theme, “Elevate Your Practice” that ABA RPTE is hosting at the Four Seasons Hotel located at 1111 14th St, Denver, CO 80202 on April 20, 2017. Active in many RPTE leadership positions and activities throughout her career, Ms. Stamer also will participate in the annual leadership retreat immediately following the Symposia. For additional details about the Symposia and RPTE, see [here](#)

About Ms. Stamer

Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization and a Fellow in the American College of Employee Benefit Counsel, the American Bar Foundation, and State Bar of Texas, Ms. Stamer has been a highly recognized speaker, author and advisor on evolving federal and state laws rights of lesbian, gay and transgender individuals with respect to employers, health care providers, employee benefit plans, insurers, commercial property owners and other businesses and the appropriate management of these responsibilities.

Repeatedly recognized by D Magazine as among the “Best Lawyers In Dallas” for her work in the field of “Tax: ERISA & Employee Benefits” and among the “Top Rated Labor & Employment Lawyers” and “Top Rated Healthcare Lawyers” by LexisNexis® Martindale-Hubbell® list of Top Rated Lawyers, current Defined Contribution Plans Committee Co-Chair and Past Chair of the ABA RPTE Employee Plans & Other Compensation Group, current Vice Chair of the ABA TIPS Employee Benefit Committee, Vice Chair, Policy, of the ABA International Section Life Sciences Committee, and past Chair of the ABA Health Law Section Managed Care & Insurance Interest Group; Founder and Executive Director of the Coalition for Responsible Healthcare Policy and its PROJECT COPE: the Coalition on Patient Empowerment, Ms. Stamer is a Texas-based management lawyer and consultant, author, lecturer and policy advocate, widely recognized her lifelong involvement and nearly 30 years of leading edge legal and consulting work advising employers, employee benefit plans, health care providers, insurers and other businesses on employment and other discrimination, workforce, health care, insurance and other laws and regulations, as well as other risk management, compliance, public policy and other legal and operational concerns.

A former lead consultant to the Government of Bolivia on its Social Security reform law and well-known for her thought leadership and involvement U.S. and international health and pension, wage and hour, tax, education, immigration and other policy reforms, Ms. Stamer also works with U.S. and foreign businesses, governments, trade associations, and others on health care, insurance, workforce, social security, immigration, privacy and data security, tax, ethics and other laws and regulations. Known as a thought leader and bridge builder between disparate groups working to promote common sense regulatory, policy or other reforms, Ms. Stamer is recognized for helping business and government leaders anticipate, monitor, influence and respond to emerging cultural, regulatory, and other legal and operational challenges as well as her leadership to business, government and other leaders on these and other public policy concerns domestically and internationally. Her pragmatic, solutions-oriented approach coupled with her extensive legal and industry knowledge and experience make her a powerful and effective advisor and advocate on these and other concerns whether dealing with businesses confronting evolving cultural or legal expectations, or U.S. or foreign governmental leaders exploring policy reforms.

Ms. Stamer served several years as the scribe for the Joint Committee on Employee Benefits (JCEB) HHS Office of Civil Rights agency meeting and regularly participates in other JCEB agency meetings. She also works as a policy advisor and advocate to many business, professional and civic organizations. As a key element of this work, Ms. Stamer works closely with employer and other plan sponsors, insurance and financial services companies, plan fiduciaries, administrators, and vendors, health care providers and organizations, federal and state elected officials and regulators and others to design, administer and defend effective legally defensible employee benefits and compensation practices, programs, products and technology. She also continuously helps employers, insurers, administrative and other service providers, their officers, directors and others to manage fiduciary and other risks of sponsorship or involvement with these and other benefit and compensation arrangements and to defend and mitigate liability and other risks from benefit and liability claims including fiduciary, benefit and other claims, audits, and litigation brought by the Labor Department, IRS, HHS, participants and beneficiaries, service providers, and others. She also assists debtors, creditors, bankruptcy trustees and others assess, manage and resolve labor and employment, employee benefits and insurance, payroll and other compensation related concerns arising from reductions in force or other terminations, mergers, acquisitions, bankruptcies and other business transactions including extensive experience with multiple, high-profile large scale bankruptcies resulting in ERISA, tax, corporate and securities and other litigation or enforcement actions.

Author of the thousands of publications and workshops these and other employment, employee benefits, health care, insurance, workforce and other management matters, Ms. Stamer also is a highly sought out speaker and industry thought leader known for empowering audiences and readers. Ms. Stamer’s insights on employee benefits, insurance, health care and workforce matters in Atlantic Information Services, The Bureau of National Affairs (BNA), InsuranceThoughtLeaders.com, Benefits Magazine, Employee Benefit News, Texas CEO Magazine, HealthLeaders, Modern Healthcare, Business Insurance, Employee Benefits News, World At Work, Benefits Magazine, the Wall Street Journal, the Dallas Morning News, the Dallas Business Journal, the Houston Business Journal, and many other publications. She also has served as an Editorial Advisory Board Member for human resources, employee benefit and other management focused publications of BNA, HR.com, Employee Benefit News, InsuranceThoughtLeadership.com and many other prominent publications. Ms. Stamer also regularly serves on the faculty and planning committees for symposia of LexisNexis, the American Bar Association, ALIABA, the Society of Employee Benefits Administrators, the American Law Institute, ISSA, HIMMs, and many other prominent educational and training organizations and conducts training and speaks on these and other management, compliance and public policy concerns.

Beyond these involvements, Ms. Stamer also is active in the leadership of a broad range of other professional and civic organizations. Through these and other involvements, she helps develop and build solutions, build consensus, garner funding and other resources, manage compliance and other operations, and take other actions to identify promote tangible improvements in health care and other policy and operational areas.

For additional information about Ms. Stamer, see [here](#) or contact Ms. Stamer directly by email [here](#) or by telephone at (469) 767-8872. ©2017 Cynthia Marcotte Stamer. All rights reserved.

