

*"This entire program has been excellent! As a manager in accounting who primarily advises on plan administration, I will be able to use this information to better advise plan members."*

Michael Humphries, Manager, Accounting Services  
Elementary Teachers' Federation of Ontario



## The Osgoode Certificate in Pension Law

A comprehensive and practical program for those giving advice  
or making decisions on corporate/institutional pension issues

WEBCAST  
AVAILABLE

February 2 - March 9, 2016 | 6 Days over 6 Weeks | Toronto, Canada

Benefits and Pensions  
**monitor**

**OSGOODE**  
OSGOODE HALL LAW SCHOOL  
PROFESSIONAL  
DEVELOPMENT

**YORK**  
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UNIVERSITY

## Program Details

### Dates

#### Module 1

The Retirement Savings System  
February 2, 2016

#### Module 2

Pensions and the Employment Relationship / Pensions in Corporate Transactions and Restructuring  
February 9, 2016

#### Module 3

Assets and Liabilities: The Funding and Investment of Pension Plans  
February 16, 2016

#### Module 4

Pensions in the Corporate Transactions and Restructuring (*continued*) / Pensions and the Employment Relationship (*continued*)  
February 24, 2016

#### Module 5

Pension Governance and Risk Management  
March 2, 2016

#### Module 6

Pension Reform  
March 9, 2016

The program will be held at the Osgoode Professional Development Centre located Downtown Toronto.

#### For Further Program-Related Information

Please contact:  
Stéphane McRoberts  
Program Lawyer  
at 416.619.4351 or email  
smcroberts@osgoode.yorku.ca

WEBCAST  
AVAILABLE

## Do you have the practical knowledge and skills you need to confidently make decisions on pension matters?

Pension law and regulation is complex, technical and, to the unwary, a minefield of potential liability. The list of “must know” topics seems endless: difficulties in dealing with funding shortfalls; challenges with handling plans during mergers, acquisitions and takeovers; multi-employer plans; governance and risk management issues; the complex technical and practical issues involved in insolvency situations; and the growth of class actions. In addition, employment law and human rights considerations in the pensions context are increasingly at issue, while concerns about pension law reform and the very future of pensions themselves remain front and centre.

As a lawyer, pensions professional, CFO, HR Manager, Consultant or executive sitting on a pension committee, you must be able to advise on and make decisions concerning pension issues. To do so effectively and with confidence, it is critical that you have a solid understanding of the key issues and their implications. The *Osgoode Certificate in Pension Law*, now in its sixth year, was developed to provide professionals like you with a comprehensive overview and analysis of the major areas of pension law and practice.

This ground-breaking program was developed by, and is taught by acknowledged experts in the pension field who will equip you with the core knowledge, insights, practical strategies and tactics you need in your day-to-day work.

### What You Will Learn

- Savings and investment over the life cycle – overview of the role of pensions
- A review of the regulatory framework
- Pension plans and the employment relationship – key areas of concern
- Pension investment principles
- Asset liability studies
- Conversion of DB to DC – key legal and structural considerations
- MEPPS and other multiple employer plans
- Pensions in corporate transactions and restructuring – the principal considerations
- Pension governance and risk management
- Key strategies to manage plans during insolvency
- Increasing class action activity concerning plan deficits – what you need to know
- Pension litigation – the landmark cases
- Essential information about important pension reform initiatives across Canada

### Who Should Attend

- Pension Plan Administrators, Managers and Sponsors
- Directors and Managers of Pension and Benefits
- Pension Lawyers in Private Practice
- In-House Counsel
- Members of Pension Boards and Investment Committees
- Financial Officers and Directors
- HR Directors and Vice Presidents
- Pension and Benefits Consultants
- Investment and Compensation Consultants
- Provincial and Federal Pension Regulators
- Advocates for Retirees



## THE OSGOODE CERTIFICATE IN PENSION LAW

Over six intensive one-day modules, an expert faculty will equip you with the key concepts of pension law and practice. The emphasis is on the practical, and classes are taught using a blended-delivery method that includes lectures, panel discussions and case studies.

### THE CURRICULUM

#### MODULE 1

Tuesday, February 2, 2016, 9:00 a.m. – 4:30 p.m.

##### The Retirement Savings System

- Saving and investing over the life cycle – the role of pensions
- Registered Pension Plans
  - defined benefit
  - defined contribution
  - multi-employer
  - jointly sponsored
  - public sector
- Canada/Quebec Pension Plan and OAS
- Supplementary Pension Plans
- Tax-Assisted Non-Pension Retirement Savings Plans
- Regulatory framework – principal areas of legislation
  - pension legislation
  - income tax legislation
  - commodity tax legislation
  - employment standards
  - human rights
- Trust principles and emerging case law on fiduciary obligations
- Overview of taxation of pension plans and retirement savings plans: the integrated system of tax assisted retirement savings – how pension plans and RRSPs work together under income tax laws
- Best practices and innovation in plan administration and service

##### Keynote Luncheon Address

Keith Ambachtsheer, Director Emeritus, Rotman International Centre for Pension Management, Rotman School of Management, University of Toronto and President and Founder, KPA Advisory Services Ltd.

##### Faculty

Mark Eagles, Principal, Mercer

Mark Newton, Newton HR Law

Deron Waldoock, Senior Vice President, Canadian Legal Consulting Practice, Aon Hewitt

David Wentzell, McMillan LLP

Tracy Abel, Vice President, Client Services, Ontario Teachers' Pension Plan

***"Excellent... very good stuff. This is what I came for."***

Andrea Kreutzer, Vice President, Group Retirement Solutions, People Corporation

#### MODULE 2

Tuesday, February 9, 2016, 9:00 a.m. – 4:15 p.m.

##### Pensions and the Employment Relationship / Pensions in Corporate Transactions and Restructuring

- Pensions in collective bargaining
  - employer-union-employee relationship
  - incorporation of pension plan into a collective agreement
  - jurisdictional issues: arbitrator, pension regulator, courts
- Structure and purpose of a deal
- Share and asset transactions
- Division or merger of pension plans (DB/DC)
- Due diligence
  - plan documents
  - actuarial reports
  - accounting reports, financial statements
- Reqs, warranties, covenants and indemnities

##### Faculty

Jessica Bullock, Davies Ward Phillips & Vineberg LLP

John D.R. Craig, Fasken Martineau DuMoulin LLP

Lewis Gottheil, Law Office of Lewis Gottheil

Susan Nickerson, Torys LLP

Douglas Rienzo, Osler, Hoskin & Harcourt LLP

#### MODULE 3

Tuesday, February 16, 2016, 9:00 a.m. – 4:00 p.m.

##### Assets and Liabilities: The Funding and Investment of Pension Plans

- Funding requirements in pension and income tax legislation
- Types of actuarial reports
- Basic actuarial principles, assumptions and methods
- Going concern funding, solvency funding, wind-up funding
- Pension accounting, financial statements
- Pension investment principles
- Regulatory requirements and reform of pension fund investment regulations
- Relevance of income tax restrictions to investments by pension funds
- Prudent person
- Risk management
- Investment strategies

## Module 3: Assets and Liabilities (cont'd)

- Asset liability studies
- Conversion of DB to DC – legal and structural considerations
- Different types of DC plans and administration/communication challenges with DC plans
- MEPPS and other multiple employer plans

### Faculty

Scott Cushing, Principal, Mercer

Mark Firman, McCarthy Tétrault LLP

Lorraine Gignac, Principal, Mercer

John Poos, Vice President, Pensions and Benefits, George Weston Ltd. and Loblaw Companies Ltd.

Jeffrey Sommers, Blake, Cassels & Graydon LLP

## MODULE 4

Wednesday, February 24, 2016, 9:00 a.m. – 4:15 p.m.

### Pensions in the Corporate Transactions and Restructuring (continued) / Pensions and the Employment Relationship (continued)

- Pensions in the non-union workforce
  - basic principles of the employment relationship
  - pensions as part of total compensation
  - changing terms of employment
  - termination of the employment relationship
- Employment standards and human rights considerations
- The different insolvency or restructuring mechanisms and how they impact on pension plans – restructuring, financing, receivership, bankruptcy
- CCAA, BIA
- PBGF

### Faculty

Andrea Boctor, Stikeman Elliott LLP

Andrew J. Hatnay, Koskie Minsky LLP

Terra L. Klinck, Hicks Morley Hamilton Stewart Storie LLP

Sean Maxwell, Blake, Cassels & Graydon LLP

Susan Philpott, Koskie Minsky LLP

## MODULE 5

Wednesday, March 2, 2016, 9:00 a.m. – 4:45 p.m.

### Pension Governance and Risk Management

- Basic principles
- Statutory framework
- Common law principles
- Types of risk
- Governance models: single employer; multi-employer; new model
  - jointly governed target benefit plan
- Governance policies (funding, expenses, record keeping, etc.)
- Agents and service providers
- Special considerations for DB plans and DC plans

### Faculty

David L. Miller, General Counsel and Senior Vice President, Governance, Healthcare of Ontario Pension Plan

Mary M. Picard, Dentons Canada LLP

Susan G. Seller, Bennett Jones LLP

Anne Slivinskas, Associate General Counsel and Director, Pension Law and Policy Group, Ontario Teachers' Pension Plan

Bethune Whiston, Partner, Morneau Shepell

## MODULE 6

Wednesday, March 9, 2016, 9:00 a.m. – 4:00 p.m.

### Pension Reform

Pension law across Canada has undergone major transformations in recent years. In this final module, experts from across Canada will review the new regimes and explain the significance of those changes for all pension specialists.

- *The Pension Benefits Standards Act* and what it means for pension law in British Columbia and Alberta
- The distinctiveness of the Quebec pension law regime, including the role of pension committees, solvency funding extensions and the different treatment of multi-employer pension plans
- Jointly-Sponsored Pension Plans and Ontario Public Sector Pensions

### Faculty

Natalie Bussière, Blake, Cassels & Graydon LLP

Karen DeBortoli, Director, Pension & Benefit Research, Eckler Ltd.

Evan Howard, Director of Policy, CAAT Pension Plan

Scott Sweatman, Dentons Canada LLP

**Note:** There will be a take-home assignment at the end of Module 6.





## The *Osgoode Certificate in Pension Law* draws on the expertise and experience of leading pension and legal experts, including:

Tracy Abel, Vice President, Client Services,  
Ontario Teachers' Pension Plan

Keith Ambachtsheer, Director Emeritus, Rotman  
International Centre for Pension Management,  
Rotman School of Management, University of  
Toronto and President and Founder, KPA Advisory  
Services Ltd.

Andrea Boctor, Stikeman Elliott LLP

Jessica Bullock, Davies Ward Phillips &  
Vineberg LLP

Natalie Bussière, Blake, Cassels & Graydon LLP

John D. R. Craig, Fasken Martineau  
DuMoulin LLP

Scott Cushing, Principal, Mercer

Karen DeBortoli, Director, Pension & Benefit  
Research, Eckler Ltd.

Mark Eagles, Principal, Mercer

Mark Firman, McCarthy Tétrault LLP

Lorraine Gignac, Principal, Mercer

Lewis Gottheil, Law Office of Lewis Gottheil

Andrew J. Hatnay, Koskie Minsky LLP

Evan Howard, Director of Policy, CAAT  
Pension Plan

Terra L. Klinck, Hicks Morley Hamilton  
Stewart Storie LLP

Sean Maxwell, Blake, Cassels & Graydon LLP

David L. Miller, General Counsel and Senior Vice  
President, Governance, Healthcare of Ontario  
Pension Plan

Mark Newton, Newton HR Law

Susan Nickerson, Torys LLP

Susan Philpott, Koskie Minsky LLP

Mary M. Picard, Dentons Canada LLP

John Poos, Vice President Pensions and  
Benefits, George Weston Ltd. and Loblaw  
Companies Ltd.

Douglas Rienzo, Osler, Hoskin & Harcourt LLP

Susan G. Seller, Bennett Jones LLP

Anne Slivinskas, Associate General Counsel and  
Director, Pension Law and Policy Group, Ontario  
Teachers' Pension Plan

Jeffrey Sommers, Blake, Cassels & Graydon LLP

Scott Sweatman, Dentons Canada LLP

Deron Waldoock, Senior Vice President, Canadian  
Legal Consulting Practice, Aon Hewitt

David Wentzell, McMillan LLP

Bethune Whiston, Partner, Morneau Shepell

***"The speakers were very knowledgeable, approachable and covered a wide variety of topics. Will recommend this program."***

**Laura Stefan, Osler, Hoskin & Harcourt LLP**

***"I really enjoyed the details of the course. It was a fantastic reminder for one who has worked in pensions for a very long time."***

**Patricia Roberts, CIBC Mellon**

## ADVISORY BOARD

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Mark Newton  
Newton HR Law

Jeffrey Sommers  
Blake, Cassels & Graydon LLP

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Deputy Superintendent, Pensions  
Financial Services Commission of  
Ontario (retired)

Janet Downing  
Lawyer/Senior Consultant, Towers  
Watson (retired)

Malcolm Hamilton, Senior Fellow  
C.D. Howe Institute

John M. Solursh  
Member, Financial Services Tribunal of  
Ontario; Partner Emeritus Pension and  
Employee Benefits Group, Blake, Cassels  
& Graydon LLP

John Poos  
Vice President, Pensions and Benefits  
George Weston Ltd. and Loblaw  
Companies Ltd.

Mark Zigler  
Koskie Minsky LLP

**THE OSGOODE CERTIFICATE  
IN PENSION LAW  
WINTER 2016 REGISTRATION**

**Don't miss this intensive, practical  
program, covering all of the key issues  
and major developments in pension law**

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**Fee Per Delegate**

\$3795 plus HST.

Fees include attendance, program materials, continental breakfast, lunch and refreshments for each of the six days of the program. The price does not include accommodations. Please inquire about group discounts and financial assistance. Payment plan details below. Dress is business casual.

**Need accommodations?** Check our website at [www.osgoodepd.ca/hotels-and-parking](http://www.osgoodepd.ca/hotels-and-parking)

Payment Options – Payment must be made prior to the program

- ☐ Cheque enclosed (payable to York University – HST/GST# R119306736)  
☐ Bill my credit card: ☐ VISA ☐ Mastercard

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**Eligible CPD/MCLE hours:**

**LSUC (ON):** 38.75 CPD Hours (3.0 Professionalism; 35.75 Substantive); **NY CLE Board:** 42.5 credit hours in the Area of Professional Practice for Transitional and Non-Transitional Lawyers.

OsgoodePD programs may be eligible for CPD/MCLE credits in other Canadian jurisdictions. To inquire about credit eligibility, please contact [cpd@osgoode.yorku.ca](mailto:cpd@osgoode.yorku.ca).

**Program Changes**

We will make every effort to present the certificate program as advertised, but it may be necessary to change the dates, location, speakers or content with little or no notice. In the event of program cancellation, York University and Osgoode Hall Law School's liability is limited to reimbursement of paid fees.

**Cancellations/Rainchecks/Substitutions**

If you are unable to attend the program your organization may name a replacement. A full refund will be issued for cancellations received a minimum of 21 days before the program start date. Written cancellations received after January 12, 2016 will include an administration charge of \$700. Non-attendance or withdrawal after the program start date will incur a full program fee. Payment must be received by January 25, 2016.

**Location**

Osgoode Professional Development  
Downtown Toronto Conference Centre  
1 Dundas St. W., 26th Floor, Toronto, ON, M5G 1Z3

**Certificate of Program Completion**

You will receive a certificate upon completion of *The Osgoode Certificate in Pension Law*. Participants must attend all program modules and pass the take-home assignment to receive a certificate.

Public CLE Seminars

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**4 Convenient Ways to Register**

1. **MAIL** your registration form to:  
Osgoode Professional Development  
Downtown Toronto Conference Centre  
1 Dundas St. W., 26th Floor  
Toronto, ON M5G 1Z3
2. **ONLINE** at [www.osgoodepd.ca](http://www.osgoodepd.ca)
3. **FAX** your registration to 416.597.9736
4. **CALL US** at 416.597.9724 or 1.888.923.3394

