THE OSGOODE CERTIFICATE IN PENSION LAW

February 13, 20, 27 & March 6, 20, 27, 2019
6 days over 7 weeks • In Person or by Webcast

Get a comprehensive and practical grounding in key pension issues, so that you can advise and act with confidence.

Designed and taught by Canada’s leading pensions experts, this unique program will provide you with the key knowledge, practical strategies and guidance you need to succeed in the complex world of pensions.

Delve into:
- Governance and risk management issues
- Pension funding requirements and investment principles
- Pension reform across Canada: the new regimes and their implications
- Problems with handling plans during mergers, acquisitions and takeovers

Register today at:
 osgoodepd.ca/pensionlaw

Program Directors:
Mark Newton
Newton HR Law

Jeffrey Sommers
Blake, Cassels & Graydon LLP

Location:
Osgoode Professional Development
1 Dundas St. W., 26th Floor
Toronto, ON
Topics Include:

- Assets and Liabilities: Pension plan funding and investment
- Taxation of pension plans and retirement savings plans
- Defined Contribution Plans: the CAP guidelines and CAPSA DC plans guidelines
- Labour, employment, human rights and privacy law issues in pensions
- Pension issues in insolvencies and restructurings
- Pension plan governance and managing Board risk
- Single-employer, multi-employer, jointly sponsored plans and target benefit plans and PRPPs
- Due diligence and corporate transactions and transitioning from DB to DC
- Pension reform across Canada

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Who Should Attend?

- Pension plan administrators, managers and sponsors
- Members of pension plan boards of trustees
- Pension lawyers in private practice
- In-house counsel
- Members of pension 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

Pension law is complex, technical and, for the unwary, a minefield of potential liability. The list of ‘must-know’ topics seems endless. If you are a professional working in the pensions field, it is critical that you have a current understanding of the key issues and their practical implications.

The Osgoode Certificate in Pension Law, now in its ninth year, will equip you with the practical knowledge and skills you need in your day-to-day work, along with providing valuable networking opportunities.

Developed and taught by acknowledged experts in their fields, representing diverse perspectives, you will complete this program with the information, insights, tactics and the confidence you need to navigate the challenges in this high stakes area.

Whether you are a lawyer, pension professional, CFO, HR Director or Manager, consultant or executive serving on a pension committee, this intensive program is a rare opportunity to master both the big picture of pension regulation, and its applications to the situations you encounter daily.

Pensions issues are becoming increasingly more complex. Mistakes can be critical – and costly. Get what you need to get the job done right.
Drawing on the expertise and experience of leading professionals drawn from management, union and government, including:

**Program Directors**

- Randy Bauslaugh
  McCarthy Tétrault LLP
- Susan Bird
  CEBS, Fellow ISCEBS, ICD.D, Chair, World Pension Alliance & President, The McAteer Group of Companies
- Andrea Docter
  Stikeman Elliott LLP
- Jessica Bullock
  Davies Ward Phillips & Vineberg LLP
- Natalie Bussière
  Blake Cassels & Graydon LLP
- Charley Butler
  Managing Director, Member Experience and Innovation, Ontario Teachers’ Pension Plan
- Karen DeBortoli, B.A., LL.B.
  Director, Knowledge Research Centre, Buck
- Level Chan
  Stewart McKelvey
- John D.R. Craig
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  Director and Legal Counsel, Ontario Teachers’ Pension Plan
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- Elana Hagi, FSA, FCIA
  Principal, Mercer
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  Kaplan Law
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  Brown Mills Klinck Prezioso LLP
- Hrvoje Lakota, FSA, CFA, FCIA
  Principal, Mercer Global Investments Canada Limited
- Mariana MacIntosh
  Director & Associate General Counsel, Pension Administration, Ontario Teachers’ Pension Plan
- Sean Maxwell
  Blake, Cassels & Graydon LLP
- Christopher Mayer
  Legal Counsel, Healthcare of Ontario Pension Plan (HOOPP)
- Tejash (TJ) Modi, B.A., J.D., M.B.A.
  Principal & Chair, Governance, Legal and Compliance Consulting Practice, Morneau Shepell Ltd.
- Susan Nickerson
  Torys LLP
- Kim Ozubko
  Miller Thomson LLP
- John Prezioso
  Brown Mills Klinck Prezioso LLP
- Douglas Rienzo
  Osler, Hoskin & Harcourt LLP
- Idan Shlesinger
  Executive Vice President and President, Retirement Solutions, Morneau Shepell Ltd.
- Susan G. Seller
  Bennett Jones LLP
- Scott Sweatman
  Dentons Canada LLP
- Susan Ursel
  Ursel Phillips Fellows Hopkins LLP
- Barry E. Wadsworth
  Associate Counsel, Unifor
- Deron P. Waldock
  McCarthy Tétrault LLP
- Michael Wolpert
  Lawson Lundell LLP

**Program Faculty**

- Mark Newton
  Newton HR Law
- Jeffrey Sommers
  Blake, Cassels & Graydon LLP
- Hrvoje Lakota, FSA, CFA, FCIA
  Principal, Mercer Global Investments Canada Limited
- Mariana MacIntosh
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- Deron P. Waldock
  McCarthy Tétrault LLP
- Michael Wolpert
  Lawson Lundell LLP

**Advisory Board**

- David Gordon
  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
# Agenda

## MODULE 1

**February 13, 2019**  
9:00 a.m. – 4:00 p.m. EST  
**The Retirement Savings System**

### Overview of the Canadian Retirement System

#### Different Types of 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

### Who Regulates What? **Income Tax Act; Pension Standards Legislation**

### 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

### Defined Contribution Plans: The CAP Guidelines and CAPSA DC Plans Guidelines

## Faculty

- **Stephanie J. Kalinowski**  
  Hicks Morley Hamilton Stewart Storie LLP
- **Mark Newton**  
  Newton HR Law
- **Idan Shlesinger**  
  Executive Vice President Morneau Shepell Ltd., and President, Retirement Solutions.
- **Jeff Sommers**  
  Blake, Cassels & Graydon LLP
- **Scott Sweatman**  
  Dentons Canada LLP
- **Deron P. Waldock**  
  McCarthy Tétrault LLP

## MODULE 2

**February 20, 2019**  
9:00 a.m. – 4:15 p.m. EST  
**Pensions and the Employment Relationship**

### Pensions in the Non-Union Workforce
- Common-law and statutory regulation of the employment relationship
- Basic principles of the employment relationship
- Pensions as a part of total compensation
- Changing terms of employment
- Termination of the relationship

#### Labour Law Issues in Pensions: Management and Union Perspectives

- Pensions in collective bargaining
- The employer-union-employee relationship
- Incorporation of pension plans into a collective agreement
- Jurisdictional issues: arbitrator, pension regulator, courts

### Privacy and Human Rights Considerations

### Keynote Address: Role of Mediation and Arbitration in Resolving Pension Disputes

**Ari N. Kaplan,** Kaplan Law

## Faculty

- **John D.R. Craig**  
  Fasken Martineau DuMoulin LLP
- **Clio Godkewitsch**  
  Goldblatt Partners LLP
- **Idan Shlesinger**  
  Principal, Mercer Global Investments Canada Limited
- **Sean Maxwell**  
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- **John Prezioso**  
  Brown Mills Klinck Prezioso LLP
- **Barry E. Wadsworth**  
  Associate Counsel, Unifor

## MODULE 3

**February 27, 2019**  
9:00 a.m. – 4:15 p.m. EST  
**Assets and Liabilities: Pension Plan Funding and Investment**

### Funding Requirements Under 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 statement

### Regulatory Requirements and Reform of Pension Fund Investment Regulations

### Pension Investment Topics: Investment Principles/Liability Studies, Investment Strategies

### Ontario Teachers’ Pension Plan: Administration and Structure

## Faculty

- **Randy Bauslaugh**  
  McCarthy Tétrault LLP
- **Charley Butler**  
  Managing Director, Member Experience and Innovation, Ontario Teachers’ Pension Plan
- **Scott Cushing**  
  Principal, Mercer
- **Elana Hagi, FSA, FCIA**  
  Principal, Mercer
- **Hrvoje Lakota, FSA, CFA, FCIA**  
  Principal, Mercer Global Investments Canada Limited
- **Jeffrey Sommers**  
  Blake, Cassels & Graydon LLP
MODULE 4
March 6, 2019
9:00 a.m. – 4:15 p.m. EST
Pensions in Corporate Transactions and Restructuring

Structure and Purpose of a Deal
Share and asset transactions

Due Diligence and Corporate Transactions and Transitioning from DB to DC
• Division or merger of pension plans (DB/DC)
• Plan documents
• Actuarial reports
• Accounting reports, financial statements
• Representations, warranties, covenants and indemnities

Pension Issues in Insolvencies and Restructurings

Insolvency and Restructuring Primer
• The different insolvency or restructuring mechanisms and how they impact on pension plans: restructuring, financing, receivership, bankruptcy
• The Companies’ Creditors Arrangement Act and the Bankruptcy and Insolvency Act
• The Pension Benefits Guarantee Fund

Keynote Address:
Governance of Unionized MEPPs
Susan Bird, CEBS, Fellow ISCEBS, ICD.D
Chair, World Pension Alliance & President, The McAteer Group of Companies

Faculty
Andrea Boctor
Stikeman Elliott LLP
Jessica Bullock
Davies Ward Phillips & Vineberg LLP
Terra Klinck
Brown Mills Klinck Prezioso LLP
Susan Nickerson
Torys LLP
Douglas Rienzo
Osler, Hoskin & Harcourt LLP

MODULE 5
March 20, 2019
9:00 a.m. – 4:15 p.m. EDT
Pension Governance and Risk Management

Pension Plan Governance and Managing Board Risk
• Basic principles
• Statutory framework
• Common-law principles
• Types of risk
• Governance models: Single-employer, multi-employer, jointly sponsored target benefit plans, and PRPPs

Governance Policies (Funding, Investment, Record Keeping, Member Inquiries)

Pension Governance and Risk Management:
Single-Employer, Multi-Employer, Jointly Sponsored Target Benefit Plans, and PRPPs

Special Considerations for DB and DC Plans

Faculty
Mark Firman
Director and Legal Counsel, Ontario Teachers’ Pension Plan
Mariana MacIntosh
Director & Associate General Counsel, Pension Administration, Ontario Teachers’ Pension Plan
Christopher Mayer
Legal Counsel, Healthcare of Ontario Pension Plan (HOOPP)
Tejash (TJ) Modi, B.A., J.D., M.B.A.
Principal & Chair, Governance, Legal and Compliance Consulting Practice, Morneau Shepell Ltd.
Kim Ozubko
Miller Thomson LLP
Susan G. Seller
Bennett Jones LLP

MODULE 6
March 27, 2019
9:00 a.m. – 4:30 p.m. EDT
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.

Overview of B.C. and Alberta Pension Law Reform

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

The Role of the Financial Services Commission of Ontario and the Financial Services Regulatory Authority

Ontario Pension Law Reform
• jointly-sponsored pension plans and Ontario public sector pensions

Pension Law Reform in Atlantic Canada

Keynote Speaker from The Financial Services Regulatory Authority of Ontario (FSRA)

Faculty
Natalie Bussière
Blake Cassels & Graydon LLP
Level Chan
Stewart McKelvey
Karen DeBortoli, B.A., LL.B.
Director, Knowledge Research Centre, Buck
Michael Wolpert
Lawson Lundell LLP
Registration Details

Fee per Delegate
$3,795 plus HST

Fees include attendance, program materials, lunch and break refreshments. Visit www.osgoodepd.ca/financial-assistance for details about financial assistance.

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

Cancellations and Substitutions
Substitution of registrants is permitted at any time. If you are unable to find a substitute, a full refund is available if a cancellation request is received in writing 21 days prior to the program date. If a cancellation request is made with less than 21 days notice, a $150 administration fee will apply. No other refund is available.

For Further Program–Related Information please contact:
Alison Hurst, Program Lawyer at 647.241.2537
or email ahurst@osgoode.yorku.ca

Certificate of Program Completion

You will receive a certificate upon completion of The Osgoode Certificate in Pension Law. To be eligible for the certificate participants must attend all program modules (either in person, via webcast or OnDemand) and pass the post-program multiple choice assessment.

4 Convenient Ways to Register

Mail Online Fax Call

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I am in-house counsel and I have been asked to advise the pension committee with very little background in pension law. This program has provided a great foundation for future learning and development. I would highly recommend it to others involved in pension administration.

Kendell Wilde, Legal Counsel, Babcock & Wilcox Power Generation Canada Corp.

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, ETFO

Excellent program. It provides comprehensive current developments and challenges in pension law. I really appreciate the in-depth experience of the panelists.

Patricia Pacanchique, Director, Pension Policy, OMERS