

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

Pensions issues are becoming increasingly more complex. Mistakes can be critical – and costly. Get what you need to get the job done right.

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.

Drawing on the expertise and experience of leading professionals drawn from management, union and government, including:

Program Directors



Mark Newton

Newton HR Law



Jeffrey Sommers

Blake, Cassels & Graydon 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. Solorsh

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

Program Faculty

Randy Bauslaugh

McCarthy Tétrault LLP

Susan Bird

CEBS, Fellow ISCEBS, ICD.D, Chair, World Pension Alliance & President, The McAteer Group of Companies

Andrea Boctor

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

Fasken Martineau DuMoulin LLP

Scott Cushing

Principal, Mercer

Mark Firman

Director and Legal Counsel, Ontario Teachers' Pension Plan

Clio Godkewitsch

Goldblatt Partners LLP

David Gordon

Public Affairs Manager, CAAT Pension Plan

Elana Hagi, FSA, FCIA

Principal, Mercer

Stephanie J. Kalinowski

Hicks Morley Hamilton Stewart Storie LLP

Ari N. Kaplan

Kaplan Law

Terra Klinck

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

Fasken Martineau DuMoulin LLP (Calgary)

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

Ari N. Kaplan

Kaplan Law

Sean Maxwell

Blake, Cassels & Graydon LLP

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

Susan Ursel

Ursel Phillips Fellows Hopkins 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 Polices (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 Evolution of Pension Law in Practice and the Role of the Financial Services Commission of Ontario

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

David Gordon

Manager, Public Affairs, CAAT Pension Plan

Michael Wolpert

Fasken Martineau DuMoulin LLP (Calgary)

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.

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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