THE OSGOODE CERTIFICATE IN PENSION LAW

February 5, 12, 19, 26 & March 4, 11, 2020
6 days over 6 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
Kim Ozubko
Miller Thomson LLP

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

Who Should Attend?

- Pension professionals including plan administrators and managers
- Pension lawyers in private practice
- In-house counsel
- HR professionals who work with pensions
- Provincial and federal pension regulators

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osgoodepd.ca/pensionlaw
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 10th 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.

Designed for both the pension professional without legal training and lawyers whose practice includes pension issues, 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.

Register today at: osgoodepd.ca/pensionlaw
Drawing on the expertise and experience of leading professionals from management, union and government, including:

**Program Directors**

Kim Ozubko
Miller Thomson LLP

Jeffrey Sommers
Blake, Cassels & Graydon 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

Elizabeth Boyd
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Taylor Buckley
Dentons Canada LLP

Jessica Bullock
Davies Ward Phillips & Vineberg LLP

Natalie Bussière
Blake Cassels & Graydon LLP

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Stewart Mckelvey

John D.R. Craig
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Scott Cushing
Principal, Mercer

Karen DeBortoli, B.A., LL.B.
Director, Knowledge Research Centre, Buck

James Fera
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Principal, Mercer

Reesha Hosein
Counsel, Financial Services Regulatory Authority of Ontario

Stephanie J. Kalinowski
Hicks Morley Hamilton Stewart Storie LLP

Terra Klinck
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Hrvoje Lakota, FSA, CFA, FCIA
Principal, Mercer Global Investments Canada Limited

Mariana MacIntosh
Director & Associate General Counsel, Pension Administration, Ontario Teachers’ Pension Plan

Jonathan Marin
Osler, Hoskin & Harcourt LLP

Sean Maxwell
Blake, Cassels & Graydon LLP

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

John Prezioso
Brown Mills Klinck Prezioso LLP

Michelle Rival
Senior Consulting Lawyer, Willis Towers Watson

Susan G. Seller
Bennett Jones LLP

John M. Solrush
Partner Emeritus, Blake, Cassels & Graydon LLP

Scott Sweatman
Dentons Canada LLP

Deron P. Waldock
McCarthy Tétrault LLP

Michael Wolpert
Fasken Martineau DuMoulin LLP (Calgary)

Mark Zigler
Koskie Minsky LLP

Now in its 10th year, join hundreds of other certificate graduates who use their training daily.

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MODULE 1
February 5, 2020
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

Anatomy of a Pension Plan
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
Elizabeth Boyd
Blake, Cassels & Graydon LLP
Stephanie J. Kalinowski
Hicks Morley Hamilton Stewart Storie LLP
Kim Ozubko
Miller Thomson
Michelle Rival
Senior Consulting Lawyer, Willis Towers Watson
Jeff Sommers
Blake, Cassels & Graydon LLP
Deron P. Waldock
McCarthy Tétrault LLP
Michael Wolpert
Fasken Martineau DuMoulin LLP (Calgary)

MODULE 2
February 12, 2020
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: Governance of Unionized MEPPs
Susan Bird, CEBS, Fellow ISCEBS, ICD.D
Chair, World Pension Alliance & President, The McAteer Group of Companies

Faculty
John D.R. Craig
Fasken Martineau DuMoulin LLP
Clio Godkewitsch
Goldblatt Partners LLP
Sean Maxwell
Blake, Cassels & Graydon LLP
John Prezioso
Brown Mills Klinck Prezioso LLP
Mark Zigler
Koskie Minsky LLP

MODULE 3
February 19, 2020
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

Keynote Address: Randy Bauslaugh, McCarthy Tétrault

Faculty
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

Register today at:
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### MODULE 4
February 26, 2020
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

### Faculty
- **Andrea Boctor**
  Stikeman Elliott LLP
- **Jessica Bullock**
  Davies Ward Phillips & Vineberg LLP
- **Terra Klinck**
  Brown Mills Klinck Prezioso LLP
- **Jonathan Marin**
  Osler, Hoskin & Harcourt LLP
- **Susan Nickerson**
  Torys LLP

### MODULE 5
March 4, 2020
9:00 a.m. – 4:00 p.m. EST
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**

### Keynote Address: The Evolution of Pension Law In Practice and the Role of the Financial Services Tribunal (Ontario)**

John M Solrush
Partner Emeritus, Blake, Cassels & Graydon LLP

### Faculty
- **Mark Firman**
  Davies Ward Phillips & Vineberg LLP
- **Mariana McIntosh**
  Director & Associate General Counsel, Pension Administration, Ontario Teachers’ Pension Plan
- **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 11, 2020
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**

**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**

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

**Pension Law Reform in Atlantic Canada**

### Keynote Address: The New FSRA and What It Means for You**

Reesha Hosein
Counsel, Financial Services Regulatory Authority of Ontario

### Faculty
- **Taylor Buckley**
  Dentons Canada LLP
- **Natalie Bussière**
  Blake Cassels & Graydon LLP
- **Level Chan**
  Stewart McKelvey
- **Karen DeBortoli, B.A., LL.B.**
  Director, Knowledge Research Centre, Buck
- **James Fera**
  Manager Legal Affairs, CAAT Pension Plan
- **Scott Sweatman**
  Dentons Canada LLP
Registration Details

Fee per Delegate: $3,995 + HST
Government Rate: $3,495 + 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

Register today at:
osgoodepd.ca/pensionlaw

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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

OsgoodePD has been approved as an Accredited Provider of Professionalism Content by the LSO.
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of Ontario
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Eligible CPD Hours – LSO (ON): 38h 20m CPD (34h 20m Substantive; 4h Professionalism)

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