October 13 - 14, 2021 • Virtual Conference

Federal Pay Equity legalisation will come into effect on August 31, 2021



Implementing Federal Pay Equity Requirements

Meet Strict Requirements for Determining Employee Compensation On Time and On Target!

CONFIRMED PARTICIPANTS INCLUDE:



Cynthia MacFarlane Mercer



Wendy Glaser KPMG Law LLP



Raquel Chisholm
Emond Harnden LLP



Jackie VanDerMeulen Fasken Martineau LLP



Colby Briggs
Professional Institute
of Public Service
Canada (PIPSC)

... and more



Receive expert guidance on:

- What you should do NOW to ensure you meet deadlines
- Redressing systemic gender-based discrimination in compensation practices and pay systems
- Complying with the Act on time and on budget!
- Using pay equity as a tool for diversity and inclusion
- Organizing the process including timetables and work plans
- How to properly constitute your pay equity committee
- Detailed steps in the pay equity analysis
- Posting your plan to rectify inequalities
- Obligation to post a plan even when there are no inequalities
- Requirements for maintaining pay equity
- Working productively with union counterparts

REGISTER TODAY!

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DAY ONE PROGRAM AGENDA: WEDNESDAY, OCTOBER 13, 2021

10:00 - 10:15 EDT



Welcome and Opening Remarks from the Chair

Cynthia MacFarlane, Principal, Mercer

10:15 - 11:00 EDT

Pay Equity in Context: Challenges, Goals and Impacts

Susannah Crabtree, Partner & Career Leader, Canada, Mercer

Diversity, inclusion and equal pay may have taken a back seat in the past, but with Covid newly highlighting the plight of women, pay equity is more important than ever. This session will cover

- Stats and fact on the wage gap
- Current circumstances and the impact of Covid on male/female inequalities
- Weaknesses of complaint driven pay equity
- Pay equity as a tool in creating a diverse and inclusive workplace
- Understanding the big picture so that every step in the process makes sense

11:00 - 11:45 EDT



The Pay Equity Process: Project Management, Timetables and Work Plans

Jackie VanDerMeulen, Partner, Fasken Martineau LLP

- The pay equity exercise: what's involved?
- Considerations in conducting a privileged and confidential pay equity review
- Allocating time and resources to manage costs and keep the project on track
- Effective communications
- Project scheduling
- Processes, steps, tools and techniques involved in planning and analyzing Pay Equity
- Why projects are late and/or over budget

11:45 - 12:30 EDT



What You Need to Know about Constituting a Committee: Where, When, Who and How?

Jennifer Hodgins, Partner, Norton Rose Fulbright, Canada LLP

- Requirements for larger and unionized employers
- When is establishing a committee optional?
- Who must be represented on the committee?
- How many women must be on the committee?
- What about non-unionized employees?
- Challenges

12:30 - 13:15 EDT Break

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DAY ONE PROGRAM AGENDA: WEDNESDAY, OCTOBER 13, 2021

13:15 - 16:30 EDT



Hands-on Mock Pay Equity Analysis

Sandra Haydon, Sandra Haydon & Associates Cynthia MacFarlane, Principal, Mercer

Find out what you can do now for a head start, prior to the Act coming into force.

Then work through a fact situation based on the strict requirements for how employers MUST measure a job's worth to the organization for purposes of compensation including:

- Identification of Job Classes Within the Workplace
- Determining Gender Predominance in Each Class
- Determining the Value of Work Performed By Each Class: Equal Average Method
- Determining the Value of Work Performed By Each Class: Equal Line Method

16:30 EDT

End of Day One

SPONSORSHIP AND EXHIBITION OPPORTUNITIES

Increase your visibility with senior business strategy, technology, analytics, and business intelligence professionals at *Implementing Federal Pay Equity Requirements*. A limited number of sponsorship options are available.

For more information or to check availability, contact our sponsorship department by telephone at 416.507.4202, or by email at sponsorship@infonex.com.

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DAY TWO PROGRAM AGENDA: THURSDAY, OCTOBER 14, 2021

10:00 - 10:15 EDT



Welcome and Opening Remarks from the Chair

Cynthia MacFarlane, Principal, Mercer

10:15 - 11:00 EDT



Compare Compensation Associated with Female and Male Predominant Job Classes of Similar Value

Cynthia MacFarlane, Principal, Mercer

11:00 - 11:45 EDT



How Union and Management Can Work Together Effectively

Helen Berry, Legal Counsel, Representation and Legal Services Branch, Public Service Alliance of Canada (PSAC)



Colby Briggs, Team Lead, Compensation Team, Professional Institute of Public Service Canada (PIPSC)

- What can you do from the outset to ensure positive working relationships (invited)
- Dealing with contentious issues
- · How to prepare for best outcomes

11:45 - 12:30 EDT



Creating and Posting a Plan to Rectify Pay Inequalities

Wendy Glaser, Director, Pay Equity, Employment & Labour Law, KPMG Law LLP

- Determining which female predominant classes require an increase and when increases are
- Deadline for employers to provide increases by day after 3rd anniversary when employer becomes subject to the Act
 - Phase in, notify employees
 - Post draft
 - Employees have 60 days to comment

12:30 - 13:15 EDT Break

13:15 - 14:00 EDT



Annual Reporting and Re-Evaluating Pay Equity and Dispute Resolution

Raquel Chisholm, Lawyer, Emond Harnden LLP

- How are you required to maintain pay equity?
- What issues will arise?
- What are your long term obligations for pay equity

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DAY TWO PROGRAM AGENDA: THURSDAY, OCTOBER 14, 2021

14:00 - 14:45 EDT



Pay Equity Audits, Enforcement Orders and Monetary Administrative Penalties - What Can Employers Expect?

Kyle Lambert, Partner, McMillan

Marie-Eve Jean, Associate, Employment and Labour Relations, McMillan LLP

- How can we expect the Pay Equity Act will be enforced?
- What do we expect the government to be looking at closely?
- Fines and penalties?
- Failure to post a plan
- Fines for every day an organization is in violation?
- If there is a gap, pay retroactively with interest?

14:45 - 15:00 EDT Break

15:00 - 16:00 EDT



Impact of Pay Equity -- on Just About Everything

Ian Cullwick, Telfer School of Management

- Change management and communication
- Analytics and costing
- Impact on collective bargaining
- The Pay Equity Plan
- Impact of pay equity on Human Resources and Compensation Strategy
- HR governance
- Risk management

16:00 - 16:30 EDT



Wrap Up, Takeaways and Next Steps

Cynthia MacFarlane, Principal, Mercer

This is an important, not-to-be-missed opportunity to consolidate learning, ask questions and clarify the most important takeaways, including planning your next steps.

16:30 EDT

End of Day Two

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REGISTER BY PHONE, ON-LINE, OR IN THESE 3 EASY STEPS!

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Company's main line of business		Number of Employees				

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Course for Groups of 3 +	CAD \$ 2,199 each	CAD \$ 1,899 each	
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Course for 1 Registrant	cad \$ 2,399	CAD \$ 2,099	



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VIRTUAL CONFERENCE:

Implementing Federal Pay Equity Requirements will be held as a virtual on-line event. Details on how to access and participate in the event will be sent to all confirmed delegates prior to run date.

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CANCELLATION POLICY:

Substitutions may be made at any time. If you are unable to attend, please make cancellations in writing and email to register@infonex.com or fax to 1.800.558.6520 no later than September 29, 2021. A credit voucher will be issued to you for the full amount, redeemable against any other INFONEX course and which is valid for twelve months (one year) from the date of issue.

Registrants who cancel after **September 29, 2021**, will not be eligible to receive any credits and are liable for the entire registration fee.

Confirmed registrants who do not cancel by **September 29, 2021** and fail to attend will be liable for the entire registration fee.

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