

April 12 - 13, 2022 • Virtual Course

Implementing Federal Pay Equity Requirements



Implement pay equity requirements for effective compliance

YOUR FACULTY CONFIRMED PARTICIPANTS INCLUDE:



Susan J. Houston
**Mathews, Dinsdale
& Clark LLP**



Brenda Chang
**Fasken Martineau
LLP**



Wendy Glaser
KPMG LLP



Jennifer Hodgins
**Norton Rose
Fulbright, Canada
LLP**



Jayna Koria
Mercer

... and more

Receive expert guidance on:

- Implementing Pay Equity obligations
- What action to take NOW to ensure you meet crucial deadlines
- Redressing systemic gender-based discrimination in compensation practices and pay systems
- Complying with the Pay Equity 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
- What the Commission is looking for when companies request an exception and create multiple plans
- Best practices on how to make the Pay Equity Committee as effective as possible
- 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



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Implementing **Federal Pay Equity** Requirements

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DAY ONE PROGRAM AGENDA: TUESDAY, APRIL 12, 2022

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

Jayna Korja, Senior Principal, National Pay Equity Compliance Lead, 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, Timelines and Key Considerations

Brenda Chang, Lawyer, Fasken Martineau LLP

Rebecca Rossi, Lawyer, Fasken Martineau LLP



- The pay equity exercise: who and what is 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
- Processes, steps, tools and techniques involved in planning and analyzing your compliance with the Pay Equity Act
- Key elements to consider and include in developing your own Project Plan

11:45 - 12:30 EDT



Best Practices for Constituting a Committee and Making It Operate Effectively

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?
- What does the legislation say about committee decision-making?
- When may the Pay Equity Commissioner step in?
- Challenges and best practices for effective operation of the committee

12:30 - 13:15 EDT Break

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DAY ONE PROGRAM AGENDA: TUESDAY, APRIL 12, 2022

13:15 - 16:30 EDT



Hands-on, in Depth 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 -specific examples of job classes
- 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

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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.

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Implementing **Federal Pay Equity** Requirements

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DAY TWO PROGRAM AGENDA: WEDNESDAY, APRIL 13, 2022

10:00 - 10:15 EDT



Welcome and Opening Remarks from the Chair

Cynthia MacFarlane, Principal, Mercer

10:15 - 11:00 EDT



Impact of Pay Equity -- On Just About Everything!

Brad Smith, Principal and Client Manager, Mercer

- Culture
- Brand
- Talent Management
- Total Rewards Management
- Collective Bargaining
- Governance
- Risk Management

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
- 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, Tax, KPMG LLP

Determining which female predominant classes require an increase and when increases are due

- 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

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DAY TWO PROGRAM AGENDA: WEDNESDAY, APRIL 13, 2022

13:15 - 14:00 EDT



Annual Reporting and Re-Evaluating Pay Equity and Dispute Resolution

Susan J. Houston, Partner, Mathews, Dinsdale & Clark LLP

- What issues will arise?
- What are your long term obligations for pay equity

14:00 - 14:45 EDT



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

Kyle Lambert, Partner, McMillan

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



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

Cynthia MacFarlane, Principal, Mercer

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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Full Name _____ Title _____

Organization _____

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Name of Approving Manager _____ Title _____

Address _____

City _____ Province _____ Postal Code _____

Company's main line of business _____ Number of Employees _____

2 SELECT YOUR PREFERRED PAYMENT METHOD

Prices subject to GST / HST	Full Price	Register by April 8
Course for Groups of 3 +	\$ 2,199 each	\$ 2,099 each
Course for Groups of 2	\$ 2,299 each	\$ 2,199 each
Course for 1 Registrant	\$ 2,399	\$ 2,299

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VIRTUAL COURSE:

Implementing Federal Pay Equity Requirements will be held as a virtual on-line conference. 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 March 29, 2022**. 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 **March 29, 2022**, will not be eligible to receive any credits and are liable for the entire registration fee.

Confirmed registrants who do not cancel by **March 29, 2022** and fail to attend will be liable for the entire registration fee.

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