

December 3 - 4, 2024 • Virtual Course

Pay Equity For Federally Regulated Employers



Receive the best, most up-to-date information, insights and practical strategies from the most experienced pay equity practitioners in the country:

- All-new special morning session!
- Mitigate consequences of missed deadlines!
- Learn how to apply to the Pay Equity Commissioner
 - for more time to post and file your pay equity plan,
 - for an extension of time to phase in increases in compensation.

Catch Up! Get Back On Track - Complete Your Plan As Quickly As Possible

- Anticipate the long and short-term impact of pay equity on current and future practices.
- See the big picture to understand where each step in the pay equity process fits.
- Grasp the principles underpinning proactive pay equity.
- Learn why it's an uphill battle to get permission for more than one plan.
- Understand how job classes drive complexity of implementation and financial outcomes.
- Learn about a fast, alternative method of valuing work called policy capturing.
- Know what you have to calculate and how to perform the calculation to determine differences in compensation between job classes of equal value.
- Select a wage gap methodology to redress wage discrimination without disrupting existing compensation models.
- Effectively communicate the contents of your plan.

REGISTER TODAY!

Email: register@infonex.com

Call [1.800.474.4829](tel:1.800.474.4829) or

www.infonex.com

Pay Equity For Federally Regulated Employers

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DAY ONE PROGRAM AGENDA: TUESDAY, DECEMBER 3, 2024

10:00 - 10:15 EST



Welcome and Opening Remarks from the Chair

Renée Caron, Principal, Renee Caron Consulting

10:15 - 11:30 EST



Action Plans: Mitigate The Consequences Of Missed Deadlines!

Renée Caron, Principal, Renee Caron Consulting

Special Morning Session: Action Plans For Federal Employers Who Have (Or Will) Miss Important Deadlines

If you are a federally regulated organization in Canada and you have missed, or are about to miss, the deadlines for achieving pay equity there are consequences! Administrative monetary penalties and fines, compliance orders, commission audits, investigations, reviews, imposed timelines, reputational damage, legal actions from employees who file complaints, ongoing monitoring by the Commission.

The deadline for posting a draft pay equity plan for employee comment is **July 5, 2024**.

The deadline for posting your final plan is 60 days later, **September 3, 2024**.

Compensation adjustments must be made immediately unless an employer qualifies for phased-in increases, or obtains extra time to increase compensation.

This all -new timely, Infonex morning session will provide specific guidance and information on communicating with the Commission to minimize potential serious negative repercussions and consequences and negotiate realistic new deadlines.

Topics Will Include:

What To Do If You Need Additional Time To Finalize And Post Your Pay Equity Plan

- Applying to the Pay Equity Commissioner for an extension of time to post a pay equity plan.
- Criteria the Commissioner will use to assess your request.

You Need More Time To Phase In Increases In Compensation

- Applying for an extension of time to phase in increases in compensation.
- Demonstrating extreme financial hardship is a high threshold to cross.

11:30 - 12:15 EST

Impact of the Move from Reactive to Proactive Pay Equity - on Just About Everything You Do

This session will highlight the dramatic ricochet effect of the new proactive pay equity regime on everything you do – from the way you identify job classes and value work, to the way you calculate total compensation and select your job evaluation methodology, to the way you approach collective bargaining and more. It will include:

- Fundamental changes in the way you approach compensation issues.
- The need to see the big picture to understand how to perform every step in the pay equity process.
- Impact on employer obligation to produce and post a pay equity plan.

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- The information that must be included and the information that must be shared in the design and creation of the plan.
- The challenges ahead.
- Impact on how employers and unions will negotiate in this new space.

12:15 - 13:15 EST Break

13:15 - 14:00 EST

Important New Philosophy, Principles and Foundations of Proactive Federal Pay Equity

This session will provide you with a deep and fundamental understanding of the new philosophy, principles and foundations that underpin the federal Pay Equity Act. This understanding will guide and help you with implementation.

- What the Pay Equity Act attempts to achieve, over and above Human Rights Code Compliance.
- Why the move to proactive pay equity?
- What has changed?
- New philosophy.
- Historical developments crucial to your basic understanding of the new regime.
- The pay equity exercise: Who and what is involved?
- Deadlines and considerations for developing a plan to meet statutory obligations.
- The thorny question of determining who is an employee.
- When are you part of a “group of employers”?
- Establishing committees and determining who can be on a committee.
- Key considerations in planning and analyzing compliance with the Pay Equity Act.

14:45 - 15:30 EST

What You Have to Calculate: Total Compensation in Dollars per Hour for Each of the Job Classes (Including Pensions, Benefits and More)

- What must be included?
- What can be excluded?
- Unique considerations for public and private sectors and family-owned business.

15:30 - 16:15 EST

Permission to Have More Than One Plan? Don't Count on It!

You only get one chance to make your case and the recent denial of Treasury Board Secretariat's application to the Commission for authorization to have more than one pay equity plan underscores the fact that this will be an uphill battle. Reasons why Treasury Board's application and other submissions have been denied.

- Lessons learned.
- Arguments that failed and why.
- What might work?

16:15 EST

End of Day One

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DAY TWO PROGRAM AGENDA: WEDNESDAY, DECEMBER 4, 2024

10:00 - 10:15 EST



Welcome and Opening Remarks from the Chair
Renée Caron, Principal, Renee Caron Consulting

10:15 - 11:15 EST

Coordinating Pay Equity with Your Job Evaluation and Compensation-Setting Systems (Including Collective Bargaining)

- How to manage the impact of pay equity on your job evaluation system.
- How to coordinate two compensation-setting mechanisms, pay equity and collective bargaining.

11:15 - 12:00 EST

Meet the Challenges of Preparing and Communicating the Contents of the Pay Equity Plan

The final piece of implementation is the preparation and posting of a pay equity plan. This session will focus not only on what you have to prepare, but on how to effectively and efficiently communicate important content with the workforce:

- Finalizing the pay equity plan.
- Content of the plan.
- Posting requirements related to increases in compensation.
- Meeting communication challenges.

12:00 - 13:00 EST Break

13:00 - 14:30 EST

Comparing Compensation to Determine Whether There Are Any Differences in Compensation Between Job Classes of Equal Value

The wage gap methodologies in the Act are very different than was the case under previous models or in provincial legislation. This session will focus on explaining the models – how they work and considerations for selecting a model that redresses systemic wage discrimination without unduly disrupting existing compensation models and strategies. Key areas of focus include:

- Equal average.
- Wage lines.
- Sum of differences.

14:30 - 15:30 EST

TBA

15:15 - 16:00 EST



Policy Capturing: The Faster Method of Valuing Work With Deadlines Looming
Renée Caron, Principal, Renee Caron Consulting

The policy capturing method is an alternative method to implement pay equity that can accelerate the process for medium and large organisations.

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- What is the “policy capturing” method?
- What does it involve?
- Is it acceptable?
- Who does it apply to?
- How do you apply it?

16:00 - 16:45 EST



Wrap Up and Q & A

Renée Caron, Principal, Renee Caron Consulting

16:45 EST

End of Day Two

SPONSORSHIP AND EXHIBITION OPPORTUNITIES

Increase your visibility with senior business strategy, technology, analytics, and business intelligence professionals at *Pay Equity 2024*. 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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TRADUCTION SIMULTANÉE DISPONIBLE

Nous offrons un service de traduction simultanée pour toutes les sessions de nos événements. Ce service vous permet de lire une traduction écrite de la présentation orale de chaque conférencier directement en Zoom. Alternativement, vous pouvez avoir accès à une traduction orale par un site internet lié à l'événement.

Veuillez noter que c'est une traduction automatique et donc comporte quelques erreurs. Le service que nous utilisons cible un niveau de précision de 98%.

Les matériaux écrits ne seront pas traduits et seront disponibles seulement en anglais.

Il y a un frais additionnel de 99\$ pour ce service et vous devez indiquer votre intérêt quand vous vous inscrirez. Le service ne sera pas offert à un événement s'il nous manque de demande.

SIMULTANEOUS TRANSLATION AVAILABLE

We offer a simultaneous translation service for all sessions at our events. This service allows you to read a live translation of the oral remarks for each event speaker - directly in Zoom. Alternatively, you can listen to an oral translation of the sessions through an external site linked to the event.

Please note that this is a machine translation service and, as such, will contain some errors. The service we use targets an accuracy level of 98%.

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There is an additional fee of \$99 for this service and you must indicate your interest when you register. The service will not be offered at a particular event if there is not enough demand.

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

1 PRINT YOUR NAME AND CONTACT INFORMATION

Full Name _____ Title _____

Organization _____

Telephone (____) _____ Ext _____ Fax (____) _____

Email address _____

Name of Approving Manager _____ Title _____

Address _____

City _____ Province _____ Postal Code _____

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

Simultaneous Translation (CAD \$99) ☐

2 SELECT YOUR PREFERRED PAYMENT METHOD

Prices subject to GST / HST	Full Price	Register by July 12
Course for Groups of 3 +	CAD \$ 2,299 each	CAD \$ 1,499 each
Course for Groups of 2	CAD \$ 2,399 each	CAD \$ 1,599 each
Course for 1 Registrant	CAD \$ 2,499	CAD \$ 1,699

** Groups must register together at the same time to be eligible for group savings.*

Method of Payment: ☐ VISA ☐ MasterCard ☐ Cheque enclosed, payable to INFONEX Inc.

Cardholders Name: _____

Card Number: _____ Exp. Date: _____ / _____

CVV / CSC: _____ Signature: _____

☐ Please check box if you are GST / HST exempt Exemption # _____

3 SEND US YOUR REGISTRATION

GST / HST No. R134050012

EMAIL: register@infonex.com **WEBSITE:** www.infonex.com

TELEPHONE: 1.800.474.4829 **MAIL:** INFONEX INC.
330 Bay Street, Suite 1500
Toronto, ON M5H 2S8

VIRTUAL COURSE:

Pay Equity 2024 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.

SPONSORSHIP, EXHIBITION, AND PROMOTIONAL OPPORTUNITIES:

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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 November 19, 2024**. 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 **November 19, 2024**, will not be eligible to receive any credits and are liable for the entire registration fee.

Confirmed registrants who do not cancel by **November 19, 2024** and fail to attend will be liable for the entire registration fee.

DISCOUNT CODE: 1473-W

