

Certificate in
**Canadian
Benefit Plans**

August 19-21, 2024

Hilton Toronto | Toronto, Ontario



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This certificate is the perfect opportunity to introduce you to the world of Canadian employee benefits, pensions and human resources practices. Whether you work directly with a Canadian plan or are employed by a U.S. company with affiliates in Canada, you will gain a comprehensive understanding of the business environment, delve into the complexities of health care and retirement systems, and explore practical case studies that will enhance your expertise in Canadian plans.

Who Should Attend

- U.S. human resources and benefits professionals working with Canadian affiliates and wanting to learn more about Canadian benefits, pensions and human resources practices
- Individuals working in Canada who are NEW to the pensions and benefits industry
- Benefit specialists/analysts, coordinators and consultants with less than five years of experience in Canadian pensions and benefits

**Register by July 19, 2024
to save US\$300.**

PROGRAM AT A GLANCE

*Continental breakfast provided Monday, Tuesday and Wednesday from 7:30-8:30 a.m.
Lunch provided Monday and Tuesday from 12:00 noon-1:00 p.m.*

MONDAY August 19, 2024	
8:30-9:30 a.m.	Overview of the Canadian Business Environment
9:45-10:45 a.m.	Canadian Employment Law and Legislation
11:00 a.m.-12:00 noon	Human Rights Environment
1:00-2:00 p.m.	Canadian Health Care System
2:15-3:15 p.m.	Employer Group Benefits
3:30-4:30 p.m.	Case Study: Managing Benefits Change
4:30-5:30 p.m.	Networking Reception
TUESDAY August 20, 2024	
8:30-9:30 a.m.	Pension Fundamentals and Legal Aspects
9:45-10:45 a.m.	Canadian Retirement System
11:00 a.m.-12:00 noon	Best Practices in Canadian Employee Benefit Plans
1:00-2:00 p.m.	Disability Provisions and Practices
2:15-3:15 p.m.	Canadian Drug Benefit Practices
3:30-4:30 p.m.	Navigating Québec's Business Environment: Pensions and Benefits Landscape
WEDNESDAY August 21, 2024	
8:30-9:30 a.m.	International Transfers
9:45-10:45 a.m.	Total Rewards Includes Benefits and Compensation
11:00 a.m.-12:00 noon	Case Studies and Application

All times listed in Eastern time zone.

Monday | August 19, 2024

7:30-8:30 a.m.

Registration/Continental Breakfast

8:30-9:30 a.m.

Overview of the Canadian Business Environment

This session provides a general overview of the Canadian business environment, including:

- Unique issues in the workforce—Demographics and culture
- The employment environment
- The Canadian labour market
- Canadian workforce challenges.

9:45-10:45 a.m.

Canadian Employment Law and Legislation

This session highlights important employment standards provisions and key pieces of legislation that you need to know in order to conduct business in Canada. The following topics are covered:

- Minimum employment standards relating to exempt/nonexempt employees, hours of work, overtime, vacation and leaves of absence
- Best practices in recruiting and hiring
- Termination and employment entitlement, including notice and severance
- Labour and collective bargaining.

11:00 a.m.-12:00 noon

Human Rights Environment

Human rights legislation in Canada directly impacts organizations with Canadian employees. This session covers:

- Recruitment and the ongoing employment relationship
- Accommodations
- Protected status key issues including political affiliation, language, family status, disability and record of offences
- Key differences in human rights provisions in Canada and the U.S.

Monday | August 19, 2024 *(continued)*

12:00 noon-1:00 p.m.

Lunch (provided)

1:00-2:00 p.m.

Canadian Health Care System

Learn more about the structure and principles of Canada's health care system and how it compares to the system in the U.S. Key differences are outlined, including a look at the private-public trajectory, access to health care and how employer-provided health care plans are harmonized with government programs in each country.

2:15-3:15 p.m.

Employer Group Benefits

Get up to date quickly on:

- What a typical employer-sponsored group benefit plan looks like in Canada
- Group benefit plan types, including flex plans and health care spending accounts
- The cost of basic life insurance, AD&D, extended health care and dental benefits
- Cost-containment and benefit management techniques
- How group benefits are priced and key underwriting principles
- Key benefits differences between Canada and the U.S.

3:30-4:30 p.m.

Case Study: Managing Benefits Change

Learn from real-life examples how to manage benefits changes effectively, including getting buy-in and communicating with all stakeholders.

4:30-5:30 p.m.

Networking Reception

Visit www.ifebp.org/canadacert to register online.

Certificate in Canadian Benefit Plans

Tuesday | August 20, 2024

7:30-8:30 a.m.

Continental Breakfast

8:30-9:30 a.m.

Pension Fundamentals and Legal Aspects

This session provides a deeper look at types of employer-sponsored pension plans offered in Canada and their regulatory framework across provincial jurisdictions. Test your knowledge about Canadian pensions, hear about key legal decisions that have helped shape Canada's pension environment and learn more about what an employer operating in Canada can and cannot do.

9:45-10:45 a.m.

Canadian Retirement System

Gain a practical overview of the Canadian retirement landscape. This session highlights:

- Government public programs, including the Canada Pension Plan and Old Age Security
- Private retirement plans, including employer-sponsored plans and individual retirement savings vehicles (e.g., registered retirement savings plans and tax-free savings accounts)
- Types of retirement plans, including defined contribution (DC), defined benefit (DB), target-benefit, deferred profit-sharing and hybrid plans.

11:00 a.m.-12:00 noon

Best Practices in Canadian Employee Benefit Plans

In this session, participants will gain insights into the recommended approaches that organizations and employers should consider when dealing with the changing realm of employee benefits. They will learn how to make well-informed choices, tailor their communications to suit the unique requirements of their workforce and effectively optimize the value of their investments in the benefits offerings.

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Tuesday | August 20, 2024 *(continued)*

12:00 noon-1:00 p.m.

Lunch (provided)

1:00-2:00 p.m.

Disability Provisions and Practices

Obtain an overview of the disability benefits landscape in Canada as well as the various programs and benefits available to employees. Topics featured in this session include:

- Income replacement programs
- Integration of public and private disability programs and benefits
- Group disability plans
- Cost drivers and cost containment.

2:15-3:15 p.m.

Canadian Drug Benefit Practices

The design and management of Canadian drug plans are unique because employers are only responsible for a portion of the overall health costs. This session covers:

- Private market dynamics
- Private insurance coverage in Canada
- Drug plan designs and adjudication
- Future trends.

3:30-4:30 p.m.

Navigating Québec's Business Environment: Pensions and Benefits Landscape

Québec, Canada's largest province with more than 8 million residents, has distinctive pension and benefits laws. Employers and plan sponsors expanding into Québec must understand these unique legal requirements. This session will cover:

- The impact of Bill C-13 and the Charter of the French Language on employment, pensions and benefits in Québec
- A comprehensive overview of Québec pension and benefits law requirements.

Wednesday | August 21, 2024

7:30-8:30 a.m.

Continental Breakfast

8:30-9:30 a.m.

International Transfers

In the age of employee global mobility, transferring employees between Canada and the U.S. can occur frequently. Employee benefits are an important element in these transfers. Hear about the benefit considerations and policies that organizations often deal with when transferring employees. This session covers:

- Global mobility trends
- Impact on benefits, pensions and executive compensation
- Permanent versus temporary transfers
- Treaty considerations
- Integrating employee benefit plans.

9:45-10:45 a.m.

Total Rewards Includes Benefits and Compensation

Benefits and compensation are a significant part of the total rewards offered to employees in Canada and the U.S. as a way to attract, motivate and retain talent. It's important to know and understand how they are linked in the Canadian system and how organizations are using compensation to drive a high-performance work environment. This session covers:

- Key determinants of compensation
- Trends in compensation design in Canada and the U.S.
- Pay and performance
- Fair pay and pay equity.

11:00 a.m.-12:00 noon

Case Studies and Application

This case study involves an interactive group exercise in which participants are asked to assess the pensions and benefits plan considerations of particular scenarios involving hypothetical Canadian companies. Participants will be able to select the scenario most relevant to their real-world needs. Each group will be asked to present the issues that are most important and what should be reported to their corporate executive team, based on criteria outlined in their case study.

Hotel Information

Hilton Toronto

Please visit our Hotel/Travel tab at www.ifebp.org/canadacert to book your hotel reservations online. For hotel questions, contact the Registration Department at (888) 334-3327, option 2, or edreg@ifebp.org.

Rate: US\$329 Single/Double Occupancy

Taxes and fees (subject to change):
16.45% Guest Room Tax

Reservation deadline:
Monday, July 22, 2024



Note: Hotel room availability is not guaranteed outside of scheduled program dates.

Hotel Cancel Policy: A fee of one (1) night room rate plus tax will be charged for reservations cancelled within 48 hours prior to arrival.

Hotel Details

The Hilton Toronto, situated in the heart of downtown, is a luxurious and contemporary hotel offering a sophisticated retreat for travelers. With its convenient location near iconic attractions like the CN Tower and Rogers Centre, guests can easily explore the city's vibrant culture. The hotel boasts elegant accommodations, upscale dining options and top-notch amenities, making it an ideal choice for both business and leisure travelers seeking a refined stay in Toronto.

Location Details

Toronto, Canada's largest city, beckons visitors with its vibrant multicultural atmosphere, iconic landmarks and diverse cultural offerings. From the CN Tower that offers breathtaking views of the cityscape to the eclectic neighborhoods like Kensington Market and Distillery District, Toronto showcases a harmonious blend of modernity and history. With world-class museums, diverse culinary experiences and a welcoming atmosphere, Toronto stands as a must-visit destination for those seeking a dynamic urban experience.

Certificate Series

The Certificate Series offers comprehensive learning opportunities in each of the areas of total compensation. These instructor-led courses combine history and terminology with current events for a comprehensive learning experience.



U.S. OFFERINGS

- Certificate in Benefit Plan Administration
- Certificate in Benefits and Compensation
- Certificate in Health and Welfare Plans
- Certificate in Retirement Plans
- Certificate in Public Sector Benefits Administration
- Certificate in Strategic Benefits Management

Certificate Series Employee Benefits Courses

Visit www.ifebp.org/certificateseries for full information on the Certificate Series program.

OTHER INTERNATIONAL OFFERINGS

Certificate in Global Benefits Management

This is a 4½-day course designed for professionals who have or will have responsibility for global benefits, compensation and/or human resources. To earn a certificate of achievement, you must attend eight of the nine sessions offered.



Visit www.ifebp.org/globalcertificate for full program details.

REGISTRATION

Go to www.ifebp.org/canadacert to register.

CONFERENCE REGISTRATION FEES

Member early: US\$1,695 | Member late: US\$1,995
Nonmember early: US\$2,025 | Nonmember late: US\$2,325
Save US\$300 when you register before July 19, 2024.

REGISTRATION INCLUDES

Continental breakfasts | Lunches | Beverage breaks | Network Reception

POLICIES

Cancel and transfer fees are based on registration fee paid: 60+ days of meeting is 10%; 31-59 days of meeting is 25%; within 30 days of meeting is 50%. Hotel deposit is forfeited for cancellations/transfers received within 3 days (5 days for Disney properties) of arrival. Registration fee is forfeited once program commences. For details, see www.ifebp.org/policies.

CONTINUING EDUCATION CREDIT

Continuing education (CE) credit for professions and designations MAY be available for attendance at live in-person sessions. Request CE credit on conference registration forms at least 60 days prior to the beginning of the program so that the Foundation can seek preapproval from the governing agency.

Note: Requests made for CE credit do not guarantee administration of credit. For further information on CE credit, please call (262) 786-6710, option 2.



Educational sessions at this program can qualify for self-reported CEBS® Compliance credit. Visit www.cebs.org/compliance for additional information.



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Toronto, Ontario

Takeaways

- Thorough overview of the Canadian business environment
- Understanding of Canadian government-funded health care plans and drug benefit practices
- Extensive analysis of public and private pension plans and other retirement arrangements

Register July 19, 2024 to save US\$300
with the early registration discount!

Visit www.ifebp.org/canadacert to register,
or call (833) 886-3749 for more information.



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International Foundation
OF EMPLOYEE BENEFIT PLANS



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