



# Canadian Public Sector Pensions and Benefits Conference

**June 18-19, 2024**

Hyatt Regency Calgary | Calgary, Alberta

## DISCOVER YOUR **PATH** TO **SUCCESS**

*Additional Offerings*

**June 16-17, 2024**

Foundations of Trust Management  
Standards (FTMS<sup>®</sup>)

Advanced Trust Management  
Standards (ATMS<sup>™</sup>)  
Sessions A and B

**June 20-21, 2024**

Master of Trust  
Management  
Standards  
(MTMS)  
Sessions  
A and B



# Canadian Public Sector Pensions and Benefits Conference

**June 18-19, 2024**

Hyatt Regency Calgary  
Calgary, Alberta

The Canadian Public Sector Pensions and Benefits Conference tackles the unique challenges encountered by public sector plans. Each session offers innovative solutions to help ensure the viability of your pension and health and welfare funds.

All sessions are designed to provide practical solutions and insights for the issues your plans are facing. Attendees can ask questions, gather feedback from content experts and learn from other attendees. Register for this valuable two-day conference and explore plan design, governance and communication strategies for public sector pensions and benefits.

## Who Should Attend

This program is designed for trustees, administrators, professional advisors and others in the Canadian public sector, including the broader public sector; federal, provincial, municipal, education, university and college, health, and community service sectors; and nonprofit organizations.

## Key Takeaways

- Learn from leading pensions and benefits professionals about the specific issues you face in your role.
- Engage with your peers and discover best practices in other systems.
- Hear about strategies that could save your fund money in the short and long term.
- Take advantage of networking opportunities with peers and other professionals.

**Register by May 7, 2024 to save C\$300  
with the early registration discount!**

## PROGRAM AT A GLANCE

| <b>TUESDAY   June 18, 2024</b>   |  |
|----------------------------------|--|
| <b>8:30-9:30 a.m.</b>            | Keynote: Stop Predicting. Start Preparing: Navigating Economic Turbulence                                    |
| <b>9:45-10:45 a.m.</b>           | Prescribing Tomorrow's Drug Plan Management Strategies   |
| <b>11:00 a.m.-12:00 noon</b>     | Empowering Modern Retirement Solutions to Support the 100-Year Life  |
| <b>1:00-2:00 p.m.</b>            | Fostering Equity and Accessibility Considerations for Pension Plans  |
| <b>2:15-3:15 p.m.</b>            | Equity and Accessibility Considerations for Benefit Plans  |
| <b>3:30-4:30 p.m.</b>            | From Conflict to Collaboration: Exploring the Process of Interest-Based Bargaining for Nurses in Nova Scotia |
| <b>4:30-5:30 p.m.</b>            | Welcome Reception  |
| <b>WEDNESDAY   June 19, 2024</b> |  |
| <b>8:30-9:30 a.m.</b>            | Fostering Psychological Safety: Building Trust and Resilience in the Workplace                               |
| <b>9:45-10:45 a.m.</b>           | Pathways to Indigenous Inclusion: Building an Equitable Workforce Through Reconciliation                     |
| <b>11:00-12 noon</b>             | Working Toward Neurodiversity Inclusion  |
| <b>1:00-2:00 p.m.</b>            | AI Transformation: Navigating Legal Terrain for Compliance and Innovation                                    |
| <b>2:15-3:15 p.m.</b>            | Emerging Trends in the Canadian Retirement Landscape   |
| <b>3:30-4:30 p.m.</b>            | Emerging Trends in Benefits  |

*All times are in listed in Mountain Time (MT).*

### Additional Offerings— June 16-17, 2024

- Foundations of Trust Management Standards (FTMS™)
- Advanced Trust Management Standards (ATMS™)—Sessions A and B

### Additional Offering— June 20-21, 2024

- Master of Trust Management Standards (MTMS)—Sessions A and B

*(See page 9 for more information.)*

## Monday | June 17, 2024

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4:00-6:00 p.m.

### Registration/Information

## Tuesday | June 18, 2024

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7:30 a.m.-4:00 p.m.

### Registration/Information

7:30-8:30 a.m.

### Continental Breakfast

8:30-9:30 a.m.

#### Keynote:

### Stop Predicting. Start Preparing: Navigating Economic Turbulence

This session provides a comprehensive economic update tailored specifically to the challenges and opportunities facing the public sector, including the latest trends, forecasts and analyses impacting financial markets, inflation rates, and GDP growth.



**Todd Hirsch,**  
Economist  
Director, Energy Transition Centre  
Calgary, Alberta

9:45-10:45 a.m.

### Prescribing Tomorrow's Drug Plan Management Strategies

Join us for an overview of the ever-changing domain of drug plan management as we review current and future innovative drug therapies in Canada. We will delve into the most common cost control measures being applied today and explore strategies to anticipate and address future cost drivers and the evolving needs of plan members, including digital health platforms and chronic disease management. Finally, we will examine how data analytics can be leveraged to optimize drug plan design and improve health outcomes.

*All times are in listed in Mountain Time (MT).*

## Tuesday | June 18, 2024 *(continued)*

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

### **Empowering Modern Retirement Solutions to Support the 100-Year Life**

The world has changed and so should how we think about retirement. As we face a “greying society,” it’s critical that pension plans, along with the government rethink their strategies and thoughts about aging, and what retirement looks like for a new generation. Learn more about how forward-thinking organizations and institutions are reimagining how we might support longer lives and a new life course.

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

### **Lunch (provided)**

1:00-2:00 p.m.

### **Fostering Equity and Accessibility Considerations for Pension Plans**

Pension plans are designed to provide retirement benefits to all members. However, many plans contain provisions that can cause—or exacerbate—disparities between members. This session explores various inequities within pension systems, showing how plans may inadvertently create discrepancies in the value received by different groups of members. Topics examined include:

- How age- and service-based differentials create disparities between different generations of workers
- What provisions may result in differential treatment based on a member’s marital status or gender
- How ancillary benefits, such as early retirement subsidies and joint and survivor pensions, play a pivotal role in shaping member experiences—and not always for the better.

## Tuesday | June 18, 2024 *(continued)*

2:15-3:15 p.m.

### **Equity and Accessibility Considerations for Benefit Plans**

Join us for the evolving discussion on equity and accessibility considerations as they relate to group benefit plans:

- Legal aspects overview
- Best practices on how to implement equity considerations within group benefit plans
- Evolving impacts on plan design, rating, member experience and systems
- Case Study—Gender Affirmation.

3:30-4:30 p.m.

### **From Conflict to Collaboration: Exploring the Process of Interest-Based Bargaining for Nurses in Nova Scotia**

Interest-based bargaining fosters collaboration and problem-solving, allowing all members from both the union and employer to actively engage in discussion. Discover how this innovative approach led to a profound shift in dynamics, enabling union and employer representatives to collectively identify systemic issues and collaboratively craft solutions.

4:30-5:30 p.m.

### **Welcome Reception**

Refreshments and hors d'oeuvres will be served.  
Guests are welcome.

## **Sponsorship Opportunities Available**

Set your company apart and garner valuable brand recognition before, during and after the conference.

Contact Diane Mahler today!  
[dianem@ifebp.org](mailto:dianem@ifebp.org) | (262) 373-7656



## Wednesday | June 19, 2024

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7:30 a.m.-4:00 p.m.

### **Registration/Information**

7:30-8:30 a.m.

### **Continental Breakfast**

8:30-9:30 a.m.

### **Fostering Psychological Safety: Building Trust and Resilience in the Workplace**

Learn how leaders can nurture trust, foster open communication and promote resilience to create a workplace culture that prioritizes psychological safety and unlocks the full potential of every individual.

9:45-10:45 a.m.

### **Pathways to Indigenous Inclusion: Building an Equitable Workforce Through Reconciliation**

This session will highlight recruitment and retention strategies, how to craft inclusive benefits, and a comprehensive understanding of Indigenous history in Canada.

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

### **Working Toward Neurodiversity Inclusion**

Amidst skill shortages across many industries, employers face a demographic shift with an increased number of neurodivergent candidates entering the workforce. The session summarizes key findings from research on neurodiversity in the workplace, conducted on behalf of the Future Skills Centre, and essential strategies for building “neuro-equal” workplaces that support the drive and innovation of neurodivergent employees.

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

### **Lunch (provided)**

## Wednesday | June 19, 2024 *(continued)*

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1:00-2:00 p.m.

### **AI Transformation: Navigating Legal Terrain for Compliance and Innovation**

Exploring the transformative potential of artificial intelligence (AI) but concerned about risk and compliance? One of Canada's leading privacy and technology lawyers will lay out the legal landscape on using AI, with lessons learned from some of the early adopters.

2:15-3:15 p.m.

### **Emerging Trends in the Canadian Retirement Landscape**

Stay ahead the curve by understanding the emerging trends shaping the future of pension plans. Explore the impact of global trends affecting Canadian pension plans and the impact of an Alberta Pension Plan.

3:30-4:30 p.m.

### **Emerging Trends in Benefits**

Discuss cutting-edge topics such as medical assistance in dying (MAID), moral injury in benefits, Transgender benefits, and more. The session will explore the ethical dimensions, legal implications and practical challenges surrounding these emerging trends.



# Additional Education Opportunities

## FTMS, ATMS and MTMS—Your Path for Trustee Education

Hyatt Regency Calgary | Calgary, Alberta

### June 16-17, 2024

- Foundations of Trust Management Standards (FTMS®)
- Advanced Trust Management Standards (ATMS™)—Sessions A and B

### June 20-21, 2024

- Master of Trust Management Standards (MTMS)—Sessions A and B

The Canadian trustee education path—Foundations of Trust Management Standards (FTMS), Advanced Trust Management Standards (ATMS) and Master of Trust Management Standards (MTMS)—provides clear, cohesive training for all experience levels. Together, these programs provide the ideal blend of knowledge, skills and understanding needed for effective management of trusts. Graduates recommend leaving time between each step on the path to apply what you've learned in the classroom to real-life situations.

## Who Should Attend

FTMS, ATMS and MTMS are for multi-employer, public sector and corporate plan trustees and fiduciaries as well as benefit office staff who serve **defined benefit (DB) plans, defined contribution (DC) plans, target benefit plans (TBPs), health and welfare plans, and employee life and health trusts (ELHTs)**.

## Recommended Educational Path



Go to [www.ifebp.org/cdtrusteeath](http://www.ifebp.org/cdtrusteeath) for prerequisites and to register.

# Hotel Information

## Hyatt Regency Calgary

**Reservation Deadline:** May 13, 2024

**Rates:** C\$259 single/double occupancy

**Taxes and fees (subject to change):**  
12.27% Room Tax

**Resort Fee:** None

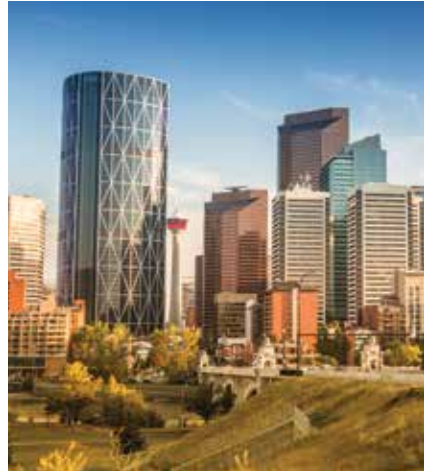
**Nightly Rate Includes:** In-Room Wi-Fi and Access to the Fitness Center

**Hotel Cancel Policy:** Hotel deposit forfeited for reservations cancelled within 72 hours prior to arrival.

You will be charged a C\$400 deposit upon registration.

Please specify your hotel requirements on the registration form.

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



## Hotel Details

The Hyatt Regency Calgary, located in the heart of downtown Calgary, offers stylish accommodations, onsite dining options and modern amenities. This upscale hotel is a popular choice for both business and leisure travelers visiting this vibrant city. Guests can enjoy easy access to nearby attractions while also indulging in the hotel's spa, fitness center and diverse culinary experiences.

## Location Details

Calgary is a dynamic and cosmopolitan city nestled in the foothills of the Canadian Rockies. Known for its vibrant energy, Calgary is a major economic hub with a strong focus on the energy sector, but it also offers a diverse cultural scene, outdoor recreational opportunities and world-class events such as the Calgary Stampede. Visitors can explore its modern skyline, enjoy a wide range of restaurants and easily access the natural beauty of Banff National Park, making Calgary a captivating destination for all travelers.

## REGISTRATION

Go to [www.ifebp.org/canadape](http://www.ifebp.org/canadape) to register.

### CONFERENCE REGISTRATION FEES

|                     |                     |
|---------------------|---------------------|
| Through May 7, 2024 | After May 7, 2024   |
| Member: C\$1,525    | Member: C\$1,825    |
| Nonmember: C\$1,745 | Nonmember: C\$2,045 |

**Save C\$300 when you register before May 7, 2024.**

### REGISTRATION INCLUDES

Continental breakfasts | Lunches | Welcome reception | Beverage breaks

### POLICIES

Cancel and transfer fees are based on registration fee paid: 60+ days before meeting is 10%; 31-59 days before 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 and the current policy, see [www.ifebp.org/policies](http://www.ifebp.org/policies).

### CONTINUING EDUCATION CREDIT

Continuing education (CE) credit for professional licenses and designations MAY be available for attendance at live sessions. You must request continuing education credit on your program registration 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 continuing education credit do not guarantee administration of credit. For further information on continuing education credit, please call (262) 786-6710, option 2, or email [continuinged@ifebp.org](mailto:continuinged@ifebp.org).



Educational sessions at this program can qualify for self-reported CEBS compliance credit. Visit [www.cebs.org/compliance](http://www.cebs.org/compliance) for additional information.

### INTERNATIONAL FOUNDATION MISSION

The International Foundation of Employee Benefit Plans is the premier educational organization dedicated to providing the diverse employee benefits community with objective, solution-oriented education, research and information to ensure the health and financial security of plan beneficiaries worldwide.



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## Sessions Include

- Emerging Trends in the Canadian Retirement Landscape
- Emerging Trends in Benefits
- AI Transformation: Navigating Legal Terrain for Compliance and Innovation
- Fostering Psychological Safety: Building Trust and Resilience in the Workplace
- Working Toward Neurodiversity Inclusion
- Pathways to Indigenous Inclusion: Building an Equitable Workforce Through Reconciliation
- From Conflict to Collaboration: Exploring the Process of Interest-Based Bargaining for Nurses in Nova Scotia
- Prescribing Tomorrow's Drug Plan Management Strategies

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