

April 12 - 13, 2022 • Virtual Course

# Implementing Federal Pay Equity Requirements



*Implement pay equity requirements for effective compliance*

## YOUR FACULTY CONFIRMED PARTICIPANTS INCLUDE:



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



**Rebecca Rossi**  
**Fasken Martineau  
LLP**



**Helen Berry**  
**Public Service  
Alliance of Canada  
(PSAC)**



**Kyle Lambert**  
**McMillan**



**Jayna Korla**  
**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

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12:30 - 13:15 EDT      Break

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# Implementing **Federal Pay Equity** Requirements

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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**

### **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.

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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

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12:30 - 13:15 EDT      Break

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# Implementing **Federal Pay Equity** Requirements

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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**



**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?

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14:45 - 15:00 EDT      Break

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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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## 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 \_\_\_\_\_

### 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	<b>\$ 2,099 each</b>
Course for Groups of 2	\$ 2,299 each	<b>\$ 2,199 each</b>
Course for 1 Registrant	\$ 2,399	<b>\$ 2,299</b>

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*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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