



**CPBI**  
ONTARIO  
REGION

CANADIAN PENSION & BENEFITS INSTITUTE



**BREAKFAST SEMINAR SERIES**

## **CPBI LONDON CHAPTER's Spring Update** *Gliding to Retirement or Continue Working - Repercussions?*

### ***Human Rights Claims (9:00 am - 10:00 am)***

**Date:**  
**May 7, 2014**

**Time:**  
**Breakfast & Networking~**  
**8:00 am - 9:00 am**  
**Program~**  
**9:00 am - 11:30 am**

**Location:**  
**Best Western**  
**Lamplighter Inn**  
**591 Wellington Rd. South**

**Fees:**  
**Members: \$65 + HST**  
**Non-Members: \$85 + HST**  
**Table of Eight: \$520 + HST**

In recent years there have been an increasing number of human rights claims alleging discrimination in pension and benefit plan design or administration. With the end of mandatory retirement, the first wave of human rights claims focussed on age discrimination, as many plans applied differently, such as not providing benefits after age 65, to members age 65 and older. More recently, there have been a significant number of cases alleging discrimination on the basis of family status, gender, marital status and more. This presentation will review the nature of human rights claims that have been commenced relating to pension and benefit plans and provide helpful tips for minimizing plan sponsors and administrator's liability.

#### **Speaker: Sean Sells**

Sean Sells is an associate at Hicks Morley. Sean Sells advises a wide variety of public and private sector clients on a range of labour and employment matters in both unionized and non-unionized settings. Sean has particular expertise in employment litigation, injunction proceedings and administrative law and judicial review proceedings, including human rights matters involving pension plan issues. He regularly advises clients with respect to the enforcement of restrictive covenants and wrongful competition by former employees and business owners. Sean has appeared as counsel in all levels of courts in Ontario.

### ***De-accumulation of DC Assets (10:15 am - 11:15 am)***

As the defined contribution plan population approaches retirement in larger numbers, consideration needs to be given to de-accumulating assets. Unlike defined benefit pension plans, defined contribution plans typically do not provide a fixed stream of payments upon retirement. This session will highlight legal considerations for employers who sponsor defined contribution plans regarding de-accumulation issues for former members, including consideration of statutory and common law guidance with respect to different de-accumulation options.

#### **Speaker: Elizabeth Brown**

Elizabeth Brown, a Partner in the law firm Hicks Morley and member of the firm's Executive Committee responsible for Client Growth and Development, is the head of the firm's Pension, Benefits and Executive Compensation practice group. Elizabeth provides ongoing advice to provincially and federally regulated plan sponsors and administrators regarding defined benefit and defined contribution pension plans, savings and profit sharing plans, including advising on plan amendments and compliance matters, review of member disclosure materials, governance and administration advice; advice to employers on executive compensation arrangements, including deferred share unit plans, stock option plans, and short and long term incentive plans. Elizabeth represents employers in pension and benefits disputes before the Financial Services Tribunal and in the Canadian courts. She has recently been pension counsel representing employers involved in large insolvencies with significant pension matters.

**CPBI Ontario provides copies of the speaker presentations following the session. This will be sent to all attendees by email, as well as an evaluation survey.**

**Continuing Education credits will be available for this seminar.**

# Registration

## CPBI London Chapter's Spring Update May 7, 2014

Please list attendee(s) below or choose Table for Eight. We will contact you for the names of your guests			
	Member	Non-Member	Amount
1.	<input type="checkbox"/> \$65 + \$8.45	<input type="checkbox"/> \$85 + \$11.05	\$
2.	<input type="checkbox"/> \$65 + \$8.45	<input type="checkbox"/> \$85 + \$11.05	\$
3.	<input type="checkbox"/> \$65 + \$8.45	<input type="checkbox"/> \$85 + \$11.05	\$
Table for eight (We will contact you for your guests' names)		<input type="checkbox"/> \$520 + \$67.60	<input type="checkbox"/> \$520 + \$67.60
TOTAL			\$

Company Name:	
Contact Name for Table of Eight:	
Email:	Phone:

<b>Fees:</b>	<b>Return Registration Form by fax, scan/email or mail:</b>
CPBI Member - \$65.00 + \$8.45 HST = \$73.45	CPBI Ontario
Non-Member - \$85.00 + \$11.05 HST = \$96.05	Fax: 905 643-2972
Table for eight - \$520.00 + \$67.60 HST = \$587.60	Email: ontario@cpbi-icra.ca
HST #: 106865330	Mail: 200 Bay Street, PO Box 64003 Toronto, ON M5J 2T6
	Courier: 60 Richmond Cres. Stoney Creek, ON L8E 5T9

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If paying by cheque, please make out to: CPBI Ontario and mail to address above.

**Please Note: Written cancellations will be accepted with full refund, until 12:00 noon, May 2, 2014.**

**Non-attendees or cancellations received after this time will be invoiced. Thank you for your understanding.**