Benefits and Disability Management 2014.
What’s new in pensions nationally?
Learn what’s happening with public pensions across the country. What do you need to know about the Ontario Retirement Pension Plan, and how will what’s happening elsewhere impact your HR policies?

Get the latest benefits, pensions, and disability management insights from the experts.

Canadians’ concerns about retirement are in the news a lot these days, and with good reason. The population is aging, and there are questions about individuals’ capacity to fund their own retirement. Consider the statistics:

• In a recent BMO study, 44 per cent of baby boomers expressed concern about outliving their retirement savings.
• A Broadbent Institute poll found that 52 per cent of millennials think their generation will experience precarious employment (either a mix of contract and permanent jobs, or contract jobs only throughout their working lives). As a result, they’re concerned about their ability to fund their own retirement and/or help pay for the social programs needed by aging boomers.

Public policy makers, employers, unions, and individuals are beginning to recognize the need to deal with these issues sooner rather than later.

Hear the latest Conference Board research on pensions and retirement readiness.

The Conference Board, with the support of Aon Hewitt and the National Association of Federal Retirees, recently undertook a comprehensive study to examine employers’ perspectives and practices on pensions and retirement planning.

A companion study asks Canadians aged 18 to 65+ their views on the issues and what employers and others need to do to pave the way to a successful retirement. You’ll hear the key findings from the studies’ authors, including the costs of various plans, what’s working and what isn’t, and what employers and employees should be doing differently.

To register, visit www.conferenceboard.ca/conf
Learn from the insights and experiences of leading practitioners and thought leaders.

This event features exciting new research, practical case studies, and thought-provoking panel discussions on some of the most critical issues you’re facing today.

Employers are under incredible pressure to develop workplace policies and practices to meet the needs of a diverse, ever-changing, and aging workforce, while keeping a lid on costs. Find out from the experts how to tackle these challenges head-on to create a healthy and highly productive workplace.

Innovative new approaches to minimize absences.

Find out what an exemplary attendance management program looks like, including the latest options and critical success factors. How can you develop an attendance-oriented culture? What practical lessons have others had on this journey?

We’ll also explore what an aging workforce means to the workplace, and the relationship between age, health, and job performance. What are the realities of managing an older workforce, and how does workforce age impact health and benefit plans?

Specialty drugs and managing health care costs.

Retirement benefits are just one part of the benefits equation, so we’ll also learn about the increasing prevalence and cost of specialty drugs. Hear the latest industry report on the use of all drug types, and the experts’ views on the pros and cons of specialty drugs. What are the issues, and what must you consider?
AT A GLANCE
8:00 a.m. Registration and Continental Breakfast
8:30 a.m. Opening Remarks from the Chair
8:50 a.m. Plenary Session 1
9:30 a.m. Plenary Session 2
10:45 a.m. Networking and Health Check Break
11:15 a.m. Plenary Session 3
12:00 p.m. Luncheon and Presentation
1:30 p.m. Plenary Session 4
2:15 p.m. Plenary Session 5
3:15 p.m. Refreshment Break
3:30 p.m. Plenary Session 6
4:15 p.m. Closing Remarks from the Chair
4:30 p.m. Networking Reception

Day 1 Focus: Pensions and Benefits—Preparing for the Future Today
• Canadians’ views on retirement and on employer performance
• the state of the nation on retirement savings, pension plans, and retirement transition support offered by employers
• prescription drug use and cost trends
• biologics and the role of employers

8:00 a.m. Registration and Continental Breakfast

8:30 a.m. Opening Remarks from the Chair
Judith L. MacBride-King, Director, Age, Work and Society, and Executive Program Developer, The Conference Board of Canada

8:50 a.m. Plenary Session 1
What’s New in Pensions From Coast to Coast?
James Koo, Partner, Aon Hewitt, Consulting
The pension landscape is shifting dramatically across Canada. Provinces have either made changes to their pension legislation recently, or are considering significant changes.

Hear from an expert and thought leader how these changes will impact Canadian employers’ programs and costs, and individuals’ employment and retirement options.

9:30 a.m. Plenary Session 2
Research Presentation and Panel Discussion:
Employers’ and Employees’ Perspectives on Pensions and Retirement Readiness
Speaker:
Judith L. MacBride-King, Director, Age, Work and Society, and Executive Program Developer, The Conference Board of Canada

To register, visit www.conferenceboard.ca/conf
Panellists:
Adwoa K. Buahene, Managing Partner, n-gen People Performance Inc.
Sylvia Ceacero, Chief Executive Officer, National Association of Federal Retirees
Susan Eng, Vice-President, Advocacy, CARP
James Koo, Partner, Aon Hewitt, Consulting

The Conference Board, with the support of Aon Hewitt and the National Association of Federal Retirees, recently completed comprehensive research on the experiences and perspectives of employers and individuals on pensions and retirement readiness.

Members of the research team will reveal the results of these national surveys for the first time. What are employers doing to help employees transition into retirement, and where are the shortcomings? What are employers’ views on the future of retirement savings and pension plans? How ready are Canadians for their retirement?

Following the presentation, the research sponsors and other stakeholders will comment on the findings and how to translate the results into actionable solutions. What steps might help close the gap between employee and employer perspectives?

10:45 a.m. Tri Fit Energizer and Health Check Break
Join us in the networking area for a quick Health Check. It’s fun, it’s informative, and it’s important for your health!

Sponsored by: Centric Health

11:15 a.m. Plenary Session 3
Transition Into Retirement: How Enbridge Supports Its People
Jane M. Haberbusch, Vice-President, Human Resources, Enbridge Inc.

Enbridge has been named a top employer in Canada for people over 40 years of age, and for good reason. The company provides exemplary support for staff as they move into retirement, and supports and keeps in touch with retirees.

Jane Haberbusch will describe Enbridge’s practices, and the benefits available to older employees and retirees. Jane will also discuss the importance of planning for key staff departures, and options to help employees ease into retirement that also ensure Enbridge continues to benefit from their knowledge and experience.
12:00 p.m. Luncheon and Presentation

Health Leadership: The Roles of Leaders in Driving Health and Safety
Frank Saunders, Vice-President, Nuclear Oversight and Regulatory Affairs, Bruce Power

Experts agree that leaders matter in health and safety. They play a critical role in ensuring that the work environment supports health promotion and accident and injury prevention. Hear from Frank Saunders about the role that leaders—from the top of the house down—play in ensuring that Bruce Power lives its commitment to health and safety. Hear also about the leadership role Bruce Power is playing on the national stage to raise awareness of the importance a health and safety workplace culture.

1:30 p.m. Plenary Session 4

Express Scripts Annual Report Card
Michael G. Biskey, President, Express Scripts Canada

Prescription drugs are an essential element and major cost driver of employee benefits plans. Michael Biskey of Express Scripts will examine the latest data on drug use and costs in Canada. What are the trends, and what changes are on the horizon?

Michael will also share key learning from his firm’s 2013 Drug Trend Report, and his thoughts on how employers can better manage costs and ensure appropriate coverage for employees.

2:15 p.m. Plenary Session 5

Specialty Drugs—A Panel Discussion on Their Costs and Benefits
Moderator:
Judith L. MacBride-King, Director, Age, Work and Society, and Executive Program Developer, The Conference Board of Canada

Panellists:
Sarah J. Beech, President, Pal Benefits Inc.
Michelle L. Boudreau, Vice-President, Private Markets, Rx&D (Canada’s Research-Based Pharmaceutical Companies)
Mark Rolnick, Assistant Vice-President, Product Development, Group Benefits, Sun Life Financial

The panellists will discuss critical issues in the use of specialty drugs, the future of biologics, and the challenges these products present for providers, employers, and employees and their families.
The panel will consider the pros and cons of continuing and extending coverage for specialty drugs. Listen to the experts, and share your questions and concerns in an open dialogue with the panellists.

3:15 p.m.  Refreshment Break

3:30 p.m.  Plenary Session 6
Case Study: Managing Health Costs at Delta Hotels and Resorts
William Pallett, Senior Vice-President, People Resources, Delta Hotels and Resorts

Top employers know that sustaining a safe and healthy work environment is critical to attract and retain talent and enhance productivity. Balancing the need to manage costs, while ensuring the workplace is healthy and high-performing, is a continuous juggling act.

Hear from William Pallett how Delta Hotels and Resorts has taken a proactive approach to better manage health costs and keep its people healthy and productive on the job.

4:15 p.m.  Closing Remarks from the Chair
Judith L. MacBride-King, Director, Age, Work and Society, and Executive Program Developer, The Conference Board of Canada

4:30 p.m.  Networking Reception
Connect with your fellow delegates and the experts, share your perspective on the future of pensions and benefits, and discuss the day’s sessions.
Day 2 Focus: Disability Management and Attendance Issues

- managing work absence
- the older worker and the workplace
- dementia in the workplace

8:00 a.m. Continental Breakfast

8:30 a.m. Opening Remarks from the Chair
Judith L. MacBride-King, Director, Age, Work and Society, and Executive Program Developer, The Conference Board of Canada

8:45 a.m. Plenary Session 7
Getting It Right: The Building Blocks of a Top Notch Attendance Management Program
Lori D. Casselman, Assistant Vice-President, Practice Excellence and Innovation, Sun Life Financial

The Conference Board estimated that workplace absences cost the economy $16.6 billion in 2012. If left unchecked, employee absenteeism damages customer service, employee engagement, productivity, and profits. In response, innovative companies have developed attendance management programs to deal with the issues. Even more importantly, many employers are working to proactively minimize the likelihood of work absence in the first place, creating healthy work environments where everyone wants to come to work every day.

Lori Casselman will consider what a top attendance management program should include, and the roles of employees, executives, managers, and unions in developing and sustaining an effective attendance management program. What are the elements of a great program, and what are the measures of success?
9:30 a.m.  Plenary Session 8
Disability Management: Why It’s a Strategic Change Imperative
Adam Kelly, Vice-President, Organizational Health Solutions, Morneau Shepell Ltd.

For most HR leaders, disability management has historically been low on the priority list. But things have changed quickly and it is now a strategic change imperative. A perfect storm of factors has driven the true cost of doing nothing to unsustainable levels—mental health, an aging workforce, health care costs and workplace productivity.

Based on his work with leading organizations in Canada, Adam Kelly will lay out what a best practice approach to disability management can potentially look like. Learn how to position disability management as a strategic issue at the executive table where HR can be positioned as a progressive change agent.

This session will be followed by a hands-on afternoon workshop on overcoming the barriers to implementing a best practice disability management program.

10:15 a.m.  Tri Fit Energizer and Refreshment Break

10:30 a.m.  Plenary Session 9
Aging, Disability, and the Workplace: Creating the Conditions for Success
Dr. Harry S. Shannon, Professor, Clinical Epidemiology and Biostatistics, McMaster University

With delayed retirements and an older workforce, employers must consider how work and workplaces should be organized and structured.

Renowned scientist Harry Shannon will describe the relationships between age and health, and age and job performance. Based on solid scientific evidence, Harry will outline the myths and realities of the physical and cognitive strengths of older workers.

Harry will explore the latest scientific findings, discuss the implications for employers, and suggest solutions for employers to fully maximize the talents of an older workforce.
11:15 a.m.  **Plenary Session 10**  
**Understanding Dementia in the Workplace**  
David Harvey, Chief Public Policy and Program Initiatives Officer, Alzheimer Society of Ontario

An aging workforce means more employees may experience dementia. Hear the facts about dementia, its workplace incidence, and what it means to individuals and their employers.

What are the signs of dementia? How can employers support workers who are experiencing this personally, or are caregivers to others experiencing dementia?

David Harvey will help delegates understand what they need to know and do to deal with the issues and challenges of people directly or indirectly affected by dementia.

12:00 p.m.  **Closing Remarks from the Chair**  
Judith L. MacBride-King, Director, Age, Work and Society, and Executive Program Developer, The Conference Board of Canada

12:15 p.m.  **Luncheon for Post-Conference Optional Workshop Participants**

1:15 p.m.  **Post-Conference Optional Workshop**  
**Implementing Disability Management Best Practices: Overcoming Barriers to Change in the Workplace**  
Adam Kelly, Vice-President, Organizational Health Solutions, Morneau Shepell Ltd.

In this interactive workshop, participants will share and discuss some of the key barriers and misconceptions about accepting change in the workplace. Adam Kelly will present some of the top barriers that the majority of organizations fear to address when it comes to disability management, and will also demystify these issues with solutions that are not as complex as many fear.

What really keeps you up at night? What is the true cost of change in the workplace? How can you improve workplace wellness and create an effective disability and absence management program?

3:15 p.m.  **Post-Conference Optional Workshop Adjourns**
Register now and save!

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Your registration in this event includes the sessions, continental breakfasts, breaks, luncheon, and a link to speaker presentations.

TO REGISTER

Online www.conferenceboard.ca/conf
Fax PDF form to 613-526-4857 • Phone 1-800-267-0666 or 613-526-4249

All registrations will be confirmed. Program subject to change. Events are HST exempt.
Please see www.conferenceboard.ca/conf for our cancellation policy.

VENUE AND ACCOMMODATIONS

InterContinental Toronto Centre
225 Front St., Toronto, ON M5V 2X3
Tel. 1-800-235-4670

Conference fees don’t include accommodations. Please contact the hotel directly for reservations, and mention The Conference Board of Canada to receive the preferred rate of $169, available until September 22, 2014. Should you need to cancel your reservation, you must do so 72 hours prior to arrival to avoid penalty of one night room and tax.

SPECIAL OFFERS

4-for-the-price-of-3 team offer!
Visit www.conferenceboard.ca/conf or call 1-800-267-0666 to find out more.

Network Members save on registration!
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Conference Board of Canada conferences contribute to Continuing Professional Development (CPD) hours for Directors College, Chartered Directors. For more information on CPD requirements and criteria visit www.thedirectorscollege.com.
Registration Form

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4-for-the-price-of-3 team offer available—See www.conferenceboard.ca/conf for details.

☐ YES! Please register the following delegate for all conference sessions, including the Post-Conference Optional Workshop (additional fee of $555)

☐ YES! Please register the following delegate for conference sessions only, excluding the Post-Conference Optional Workshop

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Your registration in this event includes the sessions, continental breakfasts, breaks, luncheon, and a link to speaker presentations.

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Please confirm attendance at event functions:

Day 1: ☐ Luncheon and Presentation ☐ Networking Reception

Payment method: (all fees are due by the event date)
☐ Credit card (we will e-mail you a link to our secure system for payment)
☐ Cheque (payable to “The Conference Board of Canada”)
  The Conference Board of Canada—255 Smyth Road, Ottawa ON K1H 8M7

All registrations will be confirmed. Program subject to change. Events are HST exempt.
Please see www.conferenceboard.ca/conf for our cancellation policy.

Email this form to: registrar@conferenceboard.ca, or fax to: 613-526-4857
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