



May 18, 2021

**12:30 – 1:30 PM**

**Employee well-being in times of COVID-19**

This talk uses data from the 2021 Employee Wellbeing in Times of COVID-19 survey to inform key decision makers how their employees have fared during the pandemic and how they feel about how their employer managed during this time. By dividing the sample into four groups on the basis of gender and parental status, this talk provides organizations with information that will be critical to successful return to work efforts. Key attention will be paid to how Benefits Canada readers responded to the survey and how that compares to responses obtained from employees across the country.

**Speaker:**

**Dr. Linda Duxbury**, professor, Carleton University's Sprott School of Business

*This session has been made possible by Desjardins.*

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**1:30-2:00 PM**

**The long-term impact of COVID-19 on drug management and disability**

Since its onset, the COVID-19 pandemic has had a significant impact on people of all ages, especially regarding to their ability to cope with fear and uncertainty, the effects on their mental and physical health, and of course their presence and performance at work. From the insurer's perspective, what have we observed from day 1 of the pandemic? Have medication prescriptions gone up? Are we seeing greater use of anxiolytics, more long-term disability and absence from work? In this session, iA Financial Group's Frédéric Leblanc and Cheryl Nicholson share an insider's vision of the current situation and its impact on the management of group insurance plans, addressing two questions: What are the prospects for the future, and how can we adapt?

**Speakers:**

**Frédéric Leblanc**, strategic advisor, drug program management, iA Financial Group

**Cheryl Nicholson**, manager, group life and disability, iA Financial Group

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**2:00-2:15 PM**

**Break**

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**2:15-2:45 PM**

**Top drug data trends and national benchmarks in 2020**

What were some key results in drug costs and utilization last year? What impact did COVID-19 have on private drug plans during the first two waves? TELUS Health's data enablement and product roadmap leader Shawn O'Brien offers insight into the drug data claims activities of more than 4.8 million certificate holders in 2020, representing more than 12 million insured individuals and 150 million prescription drug claims.

**Speaker:**

**Shawn O'Brien**, director, data enablement and drug/health/dental product roadmap, TELUS Health

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**2:45-3:15 PM**

**Treating a tsunami of secret substance use: How employers can modernize substance use benefits for the post-COVID workplace**

If an employee suffers from back pain, they make a physio appointment, get treated quickly and return to work. Unfortunately, that's not the approach to substance use; a costly, largely invisible problem in the workplace that COVID-19 has exacerbated. Targeted solutions to address this growing problem are largely absent from the benefits marketplace, where treatment is usually offered *after* an employee's problem has reached a crisis. This talk will share powerful insights and compelling reasons to rethink the workplace benefits program so that employees can address substance use just like they do their physio or dental benefits, upping treatment success while driving down costs.

**Speakers:**

**Dr. Diane Rothon**, BSc, MD, CM, MPH, CFPC, MCFP (AM), medical director, co-founder, ALAViDA  
**Elliot Stone**, chief executive officer, co-founder, ALAViDA

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**3:15-3:45 PM**

**Going virtual: The future of employee assistance programs**

Companies have been investing in employee assistance programs since the 1940s to help staff members tackle both personal and professional obstacles. But while the world has changed drastically in the last few decades, the standard EAP has remained largely the same, rendering it obsolete. It's time to think not only about what traditional EAPs are offering, but also what they lack. Join us while we walk you through a reimagined alternative to resolve those challenges and meet today's employee and organizational needs. Let's bring the EAPs into the digital age.

**Speaker:**

**Jean-Nicolas Guillemette**, chief operating officer, Dialogue

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May 19, 2021

**12:30-1:15 PM**

**2021 CAP Member Survey: Coronavirus and CAPs: How are plan members faring one year on?**

This session will explore the results of the 15th annual CAP Member survey, including capital accumulation plan members' retirement readiness and how it's changed during the coronavirus pandemic, as well as their satisfaction and confidence in their employer-sponsored CAP. In light of the challenging past year, the panellists will also discuss how the pandemic has affected plan members' financial situations and their overall well-being.

**Host:**

Jennifer Paterson, editor, *Benefits Canada*

**Speakers:**

Justin Graham, senior researcher, *Benefits Canada*

Jason Vary, president, *Actuarial Solutions Inc.*

Erica Hall, vice-president and head of client relations, group retirement solutions, *Manulife*

Carol Craig, director of pension and benefits, *Telus Communications Inc.*

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**1:15-1:45 PM**

**Health and financial wellness: Six indicators to watch for to promote an optimal recovery**

Since the pandemic began over a year ago, employee well-being has plummeted; depression, obesity, addiction, loneliness and financial anxiety are just some of the ailments threatening employee overall health, and potentially leading to disability. This session will inform employers what they can look for to avoid a surge of disability cases in 2021; that is, what resources can Canadian employers turn to help their employees recover physically, mentally and financially? Ultimately, these indicators will allow employers to reconcile economic recovery and employee well-being.

**Speakers:**

Lancelot Lambert, director business development, group insurance, Toronto, *Desjardins Insurance*

Jennifer Katzsch, regional vice-president, Western Canada, *Desjardins Insurance*

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**1:45-2:15 PM**

**Rethinking corporate wellness**

Did you know that auto-related injuries contribute more towards lost workplace productivity than absences related to mental and physical illness? For a complete and comprehensive employer corporate wellness plan, HR professionals should consider auto safety in relation to its use within and outside of working hours. This session will provide solutions to decrease work and non-work related auto accidents by exploring the theory of behavioral economics and nudge theory.

**Speaker:**

Fernand Vartanian, general counsel, head of corporate development, *Onlia*

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2:15-2:30 PM

Break

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2:30-3:00 PM

**Whole person virtual care – helping people live their healthiest lives**

The way people manage their health is changing—and so are their expectations. In response, healthcare players like health insurers, employers, hospitals and providers must rise to the challenge and deliver whole-person virtual care that extends to all aspects of a person’s health. During the presentation, Dr. Joby McKenzie will showcase innovative approaches that employers are taking to ensure the health of their members, as well as real-world examples of the impact virtual care has on their businesses.

**Speaker:**

**Dr. Joby McKenzie**, managing director, Canada, **Teladoc Health**

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3:00-3:30 PM

**What you need to know about integrating your benefits and pension plans**

In this session, you will hear from Canada Life on how integrating your plans can drive better outcomes for your members and help your plan withstand the test of time. You will get to know some of the ways that integrated plans use to become more than the sum of their parts and see how plan integration works across different industries and scales of businesses – from start-ups to national enterprises.

**Speaker:**

**Christine van Staden**, regional vice-president, group customer, national accounts, **Canada Life**

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3:30-4:00 PM

**Building on a strong benefits and pension foundation**

In a Q&A, Mike Olsson, vice-president of human resources and professional development at PCL Construction Ltd. will share an overview of his organization’s benefits, pension plan and human resources policies, including how all of these have been affected over the past year by the coronavirus pandemic.

**Speaker:**

**Mike Olsson**, vice-president, human resources and professional development, **PCL Construction**

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