



BRITISH COLUMBIA LAW INSTITUTE

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BRITISH COLUMBIA
LAW INSTITUTE PENSION DIVISION REVIEW PROJECT

Backgrounder

Members of the Pension Division Review Project Committee

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Colin Galinski (committee chair), of Galinski Pension and Benefits Law, provides pension and benefits legal services to plan sponsors, administrators, labour and employment counsel, and individuals. In addition, he practises extensively in the area of pension division on relationship breakdown, where he is retained by family lawyers, mediators, and individuals to draft and implement pension-division arrangements.

Prior to establishing Galinski Pension and Benefits Law, Colin practised in the Vancouver office of a large international law firm. Colin enjoys being active in the legal community, in particular speaking and writing for the Continuing Legal Education Society of British Columbia, and presenting to various associations across British Columbia and the Yukon territory. He is the Past Chair of the Pension and Benefits Law Section of the Canadian Bar Association (BC Branch).

Cynthia Callahan-Maureen is a director with the Financial and Corporate Sector Policy Branch of the BC Ministry of Finance, with responsibility for policy and legislative development for the *Pension Benefits Standards Act*, the *Personal Property Security Act*, and the ministry's commercial-lien statutes. She has worked in these areas since shortly after joining the Branch in 2008.

Cynthia participated in the joint rewrite of BC's and AB's pension standards legislation based on recommendations of a joint expert panel, from 2010 to 2015. She also participated in the development of BC's *Pooled Registered Pension Plans Act* and acted as instructing official for the drafting of the new Act, which was enacted in 2014. Both pension statutes involved consequential amendments to Part 6 of the *Family Law Act*, prepared in consultation with the Ministry of Attorney General and Thomas G. Anderson, QC, who assisted in preparing the BCLI's *Questions and Answers About Pension Division on the Breakdown of a Relationship in British Columbia*.

Before joining the Ministry of Finance, Cynthia was the Manager of Legislation for the Ministry of Children and Family Development, playing a lead role in the development of legislation to establish Community Living British Columbia and to establish the Representative for Children and Youth.

Cynthia is a non-practising lawyer who was called to the Bar of BC in 2003, and to the Bar of Yukon in 2007 prior to spending a year practising as a legislative drafter in Whitehorse. In 2013 she completed a Post-Baccalaureate Diploma in Legislative Drafting from Athabasca University; her thesis was the implementation of the BCLI's 2003 recommendation to adopt the *Uniform Liens Act* prepared by the Uniform Law Conference of Canada to govern repairers', storers', and common carriers' liens in BC. She completed her law degree at the University of Victoria.

Stephen Cheng is a senior consulting actuary and the managing director of Westcoast Actuaries Inc. He is a Fellow of both the Canadian Institute of Actuaries and the Society of Actuaries with over 35 years of pension and actuarial consulting experience. He holds a Bachelor of Science degree as well as a Master of Business Administration degree from the University of British Columbia. He was the 1981 winner of the Lorraine Schwartz Prize which is awarded annually for distinctions in the fields of statistics and probability at UBC.

Mr. Cheng is a qualified expert in the Supreme Court of BC. He has served on many task forces and committees at both the Canadian Institute of Actuaries and the Society of Actuaries. He is a member of the Canadian Pension & Benefits Institute and the Estate Planning Council of Vancouver. He has presented to the Department of Finance and professional organizations on pension issues and contributed to books and journals on actuarial matters. He is among the leading experts on Individual Pension Plan (IPP) in Canada and actuarial and administration issues on pension division upon relationship breakdown in BC.

Pierre-Luc Chénier is assistant director of policy at the BC Pension Corporation. Pierre-Luc leads a team of analysts charged with advising the British Columbia public-sector pension plans and corporate clients on legislative compliance matters, and ensures proper liaison with external stakeholders (including regulators, legal counsels, actuaries, employers, etc.) on such matters. Pierre-Luc has a master's degree in political science from the University of Ottawa.

Stephanie Griffith is the Executive Vice President of Bilsland Griffith Benefit Administrators. She is responsible for providing high level administration consulting services to negotiated cost multi-employer pension and benefit plans operating across British Columbia. Stephanie led the transition of the administration services for three large multi-employer pension and benefit plans to BG from a service provider who administered the plans for more than 40 years. Prior to starting the operations of BG, Stephanie was a Principal at the Vancouver office of a global pension and benefits consulting firm for 13 years. Stephanie graduated from McMaster University and has been in the pension and benefits industry for more than 22 years. Stephanie is a member of the International Foundation of Employee

Benefit Plans (IFEBC) and the Canadian Pension and Benefits Institute (CPBI). She has also been a speaker at seminars for CPBI, IFEBC, and Pacific Business and Law Institute.

Darryl Hrenyk is a Legal Counsel within the Family Policy, Legislation and Transformation Office (FPLT), Justice Services Branch, Ministry of Attorney General. FPLT has responsibility for the policy underlying most private family-law legislation in British Columbia including the *Family Law Act*. Darryl began with FPLT as a Senior Policy Analyst in November 2006 and became a Legal Counsel in March 2009. He was part of the team that worked on the repeal of the *Family Relations Act* and its replacement with the *Family Law Act* in 2013. He spent his first four years in government (2001–2005) as a Family Justice Counsellor; initially in Prince George and later in Nanaimo. As a Family Justice Counsellor he provided individuals with legal information and mediation services related to issues such as parenting arrangements and support.

Darryl is a practising member of the Law Society of British Columbia and holds a Bachelor of Laws degree from the University of Saskatchewan obtained in 1991. He was called to the Saskatchewan Bar in 1992 and the British Columbia Bar in 1994. Before joining government he was in private practice, primarily in the areas of family law and family-law mediation.

Gail Johnson has, since September 2018, been employed as a Pension Analyst with the BC Financial Institutions Commission. For the preceding three years she worked independently as a Pension / Benefit Consultant and also as a consultant with Greg Hurst and Associates.

From 2005 to 2015 Gail served as the Administrator of the Teamsters' National Benefit Plan and Pension Plan. The Benefit Plan covered approximately 2500 members and the Pension Plan membership was approximately 2200 active members and 1500 retirees. As Plan Administrator, Gail reported directly to the Boards of Trustees for both plans and was responsible for all aspects of the administration of the 2 plans.

With the exception of Group Life insurance, the Benefit Plan self-insured their members' benefits. The Plan's office was responsible for adjudication of all claims including health, dental, short term disability and long term disability. Administration of the Pension Plan encompassed all governance matters, regulatory reporting, calculation of commuted values, division of pension matters, member communication and preparation of data for actuarial valuations and annual audits.

Prior to her role as Plan Administrator, Gail worked at the Plan's office in both the Benefit and Pension Plan areas. It was during this time that she pursued the educational programs offered jointly through the International Foundation of Employee Benefit Plans (IFEBC) and Dalhousie University. In 2002 she acquired the Retirement Plans Associate (RPA) designation, in 2004 the Group Benefits Associate (GBA) designation and in 2005 the Certified Employee Benefit Specialist (CEBS) designation.

Gail has served on the BC Regional Council of the Association of Canadian Pension Managers (ACPM). She also served on the BC / Alberta Joint Advisory Group (JAG) which assisted in implementing changes to Pension legislation in the two provinces.

Prior working in Pension and Benefits, Gail worked in retail management at Smithbooks, Chapters/Indigo and for 17 years in a family owned and operated retail business.

Hon. Peter Leask, QC, is a retired Justice of the Supreme Court of British Columbia and Life Bencher of the Law Society. He was called to the British Columbia Bar in 1969; was an assistant professor at the UBC Law School from 1971 to 1974 and continued to lecture at the Law School from 1974 to 1981. He was a Governor of the Law Foundation from 1975 to 1979. He was elected as a Bencher of the Law Society from 1984 to 1992 and Treasurer in 1992. Mr. Leask has been active in the affairs of the legal profession before, during and after his service as a Bencher and a Judge. He continues to participate actively in matters concerning legal aid and various CBA subsections including family law and criminal law.

Margaret H. Mason, QC, leads the Charities and Tax-Exempt Organizations practice at Norton Rose Fulbright LLP. Her practice spans a broad range of issues which affect charities and not-for-profits including tax-exempt status, governance, political activities, and social enterprise. Margaret represents organizations across the sector including religious, environmental, sport, healthcare, social services, education, and research organizations, as well as family and corporate foundations.

Margaret also advises donors with respect to their philanthropic planning and has extensive experience with trust and estate related matters including all aspects of estate planning and the administration of estates and trusts, both within Canada and elsewhere.

Margaret currently serves on the board of directors of Imagine Canada and the Canadian Sport Institute—Pacific and is the Past-Chair of the National Charities and Not-for-Profit Organizations section of the Canadian Bar Association and a member of the Canada Revenue Agency Charities Directorate's Technical Issues Working Group.

Beatrice McCutcheon is associate counsel with the Victoria law firm Cook Roberts LLP. Bea has practiced exclusively in the area of family law for over 15 years. Bea's practice includes advising both clients and other counsel on the division of pensions on marriage breakdown. She has a particular interest in the proper construction of agreements, as well as other forms of documenting a settlement. Bea is a frequent presenter and author in these areas and a member of the Editorial Board for the CLEBC's *Family Law Agreements Annotated Precedents*. She is also a member of Victoria's Collaborative Family Separation Professionals and has served as an elected member of Provincial Council for the Canadian Bar Association, British Columbia Branch.

Jacqueline G. McQueen practises family law and is a partner at Aaron Gordon Daykin Nordlinger LLP, a boutique family-law firm in Vancouver. A native of British Columbia, Jacqui completed her BA at York University and her LLB at Osgoode Hall in 1993. She was

called to the bar in Ontario in 1995, BC in 1996, and New Zealand in 2001. Jacqui also practises as a family-law mediator.

Jacqui has been an active volunteer in the legal profession and community: in a variety of CBA Vancouver sections, including at the executive level; as a mentor through the CBA Women Lawyers Forum; at CLEBC as a contributing author to the *Annotated Family Practice* and as a course presenter; as a moot court judge in PLTC; and in pro-bono legal advice programs. Elected a Bencher of the Law Society of British Columbia for 2019, Jacqui is a member of the Practice Standards Committee, Unauthorized Practice Committee, and Access to Legal Services Advisory Committee.

She has also been a board member on community organizations, including 365give, a registered not-for-profit that encourages children to give back every day.

Michael J. Peters was appointed VP and Deputy Superintendent of Pensions when the BC Financial Services Authority replaced FICOM as the regulator of BC's financial-services sector on 1 November 2019. Michael served as Acting Superintendent of Pensions from July 2016 to 2019. Before his appointment he was Deputy Superintendent of Pensions, having assumed that role in 2004.

Michael is responsible for operational and strategic policies related to administration and enforcement of the British Columbia *Pension Benefits Standards Act*. He is also responsible for the development and implementation of a risk-based regulatory framework for oversight of pension plans registered in British Columbia. He has briefed cabinet ministers and the Executive Council of British Columbia on pension matters.

Michael represents British Columbia at the Canadian Association of Pension Supervisory Authorities (CAPSA) and oversees British Columbia's involvement in furthering CAPSA's strategic plan. Michael is currently Chair of the CAPSA Cybersecurity Committee and sits on several other CAPSA Committees, including the Multi-lateral Agreement Committee and the Strategic Planning Committee.

Michael actively participated in the drafting of the *Pension Benefits Standards Act* and associated regulations, which came into force in September 2015. He joined the Pension Standards Branch of the Ministry of Labour for British Columbia in May 1994 as a Pension Officer, and oversaw a portfolio of defined benefit and defined contribution pension plans. Michael joined the Office of the Superintendent of Pensions in 1994, after working with the Registered Plans Division of the Canada Revenue Agency since 1988.