



Sukhvinder Dulay is a pension and benefits lawyer in Hicks Morley's Toronto office. She assists clients with ongoing pension plan administration and governance as well as plan mergers, corporate transactions, and member communications. She also has experience advising on tax and employment issues related to compensation and benefits.

Sukhvinder's advice on pensions, benefits and executive compensation is informed by her background in consulting and work experience in public sector human resources departments. She earned a Bachelor of Commerce and law degree from the University of Toronto and has previously worked at a large consulting firm and the Ontario public service.

Sukhvinder has advised multiple clients on the strategy and implementation of complex plan design changes for both provincially and federally regulated pension plans, including plan mergers and asset transfers. Sukhvinder also regularly assists clients with plan documentation, day-to-day pension plan administration for both defined benefit and defined contribution plans, and governance issues.

Practice Areas

[Pension, Benefits & Executive Compensation](#)

Industries

[Education](#) [Financial Services](#) [Healthcare](#) [Manufacturing](#) [Mining & Natural Resources](#) [Non-profit Organizations](#) [Nursing Care Facilities](#) [Professional & Technical Services](#) [Retail & Wholesale Trade](#)

Memberships & Affiliations

Ontario Bar Association – Member (Pension and Benefits Law Section)

Canadian Bar Association – Member

Select Publications & Presentations

“Pensions and Benefits 17th Annual Hot Spots” Ontario Bar Association (October 8, 2019)

“Canadian Pensions Certificate Program” Human Resources Professional Association (September 10-12, 2019)

“Canadian Pension Certificate Program” Canadian Pension and Benefits Institute (CPBI) Ontario (March 5-7, 2019)

“FocusOn: Medical Cannabis and the Workplace” Accurate Design Benefits and Insurance Agencies Inc. Workplace Webinar (February 26, 2019)

“Group Benefits, Administration and The Law” Connex Health 2018-2019 Program (December 4, 2018)

“Spring 2018 Pension & Benefits Update” Canadian Pension & Benefits Institute (May 8, 2018)

“Benefits Communications, The Law and Fraud” Connex Benefits and Private Healthcare Associate Program (December 5, 2017)

Education

University of Toronto, Rotman School of Management, B.Comm.

University of Toronto, Faculty of Law, J.D.