

The leader in labour law education.

The 15th Annual Alberta Labour Law Review

The year's top labour law developments and their
impact on unions and employers in Alberta



Edmonton

December 9 & 10, 2009
Crowne Plaza Chateau Lacombe

 **labour law online.ca**
CENTRE FOR LABOUR-MANAGEMENT DEVELOPMENT

Attend the **15th Annual Alberta Labour Law Review** and catch up on the year's top labour law developments and their impact on unions and employers in Alberta.

At this state-of-the-law conference, experienced union and management counsel will help you understand new developments in labour law and their impact on the unionized workplace.

PRESENTERS:

Damon Bailey
Employer Counsel
McLennan Ross
Calgary

Gary Bainbridge
Union Counsel
Bainbridge Jodouin
Cheecham
Saskatoon

John Carpenter
Union Counsel
Chivers Carpenter
Edmonton

Rob Garden, Q.C.
Employer Counsel
MacPherson Leslie
and Tyerman
Calgary

Ritu Khullar
Union Counsel
Chivers Carpenter
Edmonton

Craig Neuman, Q.C.
Employer Counsel
Neuman Thompson
Edmonton

Patrick Nugent
Union Counsel
Chivers Carpenter
Edmonton

Francis Price, Q.C., C. Arb.
Labour Arbitrator
Reynolds Mirth Richards
and Farmer
Edmonton

Kevin Wilson
Employer Counsel
MacPherson Leslie
and Tyerman
Saskatoon



CAN'T ATTEND?
Conference Binder
available for

\$195.00 PLUS GST

ATTEND AND LEARN:

- The latest arbitration awards and court cases
- The latest human rights cases
- The impact on Alberta unions and employers

WHO SHOULD ATTEND:

- Alberta labour relations professionals who need to stay on top of new legal developments
- Union representatives (shop stewards, business agents, officers)
- Employer representatives (supervisors, labour relations managers)
- Labour lawyers and inhouse counsel

YOUR REGISTRATION INCLUDES:

- Two-day program
- Conference binder
- Certificate of Attendance

Edmonton

December 9 & 10, 2009
Crowne Plaza Chateau Lacombe

Registration: 8:30-9:00 a.m.

WEDNESDAY, DECEMBER 9

8:30 Registration

9:00 Alberta Labour Arbitration Update

[Damon Bailey and John Carpenter](#)

The year's top labour arbitration awards from Alberta and their impact on union and employer representatives.

12:00 Lunch break

1:15 After *Hydro Quebec*: The Continuing Evolution of Undue Hardship

[Ritu Khullar and Craig Neuman](#)

Since the Supreme Court of Canada clarified the meaning of undue hardship in the case of *Hydro Quebec* in 2008, how have subsequent arbitrators and human rights tribunals interpreted this new legal reality, and has the fallout been good or bad for unions, employers and disabled employees?

2:00 Discipline and the Addicted Employee: The State of the Debate

[Ritu Khullar and Craig Neuman](#)

More and more cases continue to address the consequences of addicted employees who engage in theft, drug use and other unacceptable conduct in the workplace, and whether accommodation or discipline is the answer. Emerging from the case law are definite trends that will assist union and employer representatives.

3:00 The Outspoken Union Representative

[Ritu Khullar and Craig Neuman](#)

Recent cases shed new light on the rights of union executives, bargaining agents and union stewards to express themselves in the course of their duties. How far do freedom of speech and expression extend when unions actively represent their members?

3:30 Blogs! Twitter! Facebook!

[Ritu Khullar and Craig Neuman](#)

When does cyber-speech cross the line? What happens when employees make critical, hurtful or bullying statements about their employer or co-workers in cyberspace? A review of recent cases that could make you think twice before clicking "send."

4:00 Alberta Labour Relations Board Update

[Ritu Khullar and Craig Neuman](#)

The year's top decisions of the Alberta Labour Relations Board and their impact on union and employer representatives.

4:30 Adjourn

THURSDAY, DECEMBER 10

8:30 Accommodation & Human Rights Update

[Gary Bainbridge and Kevin Wilson](#)

The year's top accommodation cases and other human rights cases from across Canada and their impact on union and employer representatives in Alberta.

12:00 Lunch break

1:15 New Best Practices: Take-aways from 2009

[Francis Price \(Chair\), Rob Garden and Patrick Nugent](#)

What new challenges do Alberta unions and employers face as a result of new developments in labour law? What practices and procedures will have to change to reflect the workplace of 2010? Practical and future-oriented take-aways for union and employer representatives.

3:00 Adjourn



4 easy ways to register

- 1. by mail
- 2. toll-free fax
- 3. toll-free phone
- 4. online

Centre For Labour-Management Development
 141 Bannatyne Ave., Suite 250,
 Winnipeg, Manitoba R3B 0R3
 1-800-665-5990
 1-800-665-4411
 www.LabourLawOnline.ca

- Please register us for the Alberta Labour Law Review in Edmonton, December 9 & 10, 2009
- I cannot attend, but please send me _____ (insert quantity) conference binders at \$195 plus \$9.75 GST = \$204.75 each
- I cannot attend, but please send me notice of future programs by mail or E-mail

Name and organization will appear on name tag. (Please print clearly)

1. _____
 2. _____
 3. _____
 4. _____

Organization _____
 Address _____
 City/Town _____
 Province _____ Postal Code _____
 Area Code _____ Tel _____ Fax _____
 E-mail _____

Payment is due prior to the program:

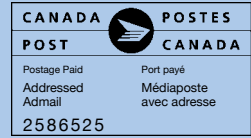
- Cheque enclosed payable to: Centre For Labour-Management Development
- Invoice my organization attn: _____
- GST exempt, Registration No. _____
- Purchase Order No. is attached

Charge to the following credit card: VISA MASTERCARD Amex DISCOVER

Card # _____ 3-digit code _____
 Cardholder _____ Expiry Date ____/____
 Cardholder Signature _____

Incorrect address? Receiving duplicates?
 Please E-MAIL Info@LabourLawOnline.ca
 FAX toll-free 1-800-665-5990 or PHONE toll-free 1-800-665-4411

Mail Room Personnel: If undeliverable, please reroute to your organization's Human Resources Manager or Business Agent



141 Bannatyne Ave., Suite 250
 Winnipeg, Manitoba R3B 0R3
 Phone (204) 956-0800 Fax (204) 956-0515
 Info@LabourLawOnline.ca

SEMINARS

The 15th Annual Labour Law Review

Vancouver	Oct. 22 & 23
Winnipeg	Nov. 4 & 5
Saskatoon	Nov. 24 & 25
Edmonton	Dec. 9 & 10

AUDIO

Please see our selection of live and prerecorded audio conferences: www.LabourLawOnline.ca

For more information on programs and schedules please visit LabourLawOnline.ca

ONSITE

Ask us about arranging an inhouse course at a time and location suitable for you:

- Progressive Discipline For Supervisors and Stewards
- The Duty to Accommodate in the Unionized Workplace

ACCOMMODATIONS

A special guestroom rate of \$125 (standard, single/double plus taxes) has been arranged for registrants at the Crowne Plaza Chateau Lacombe, 10111 Bellamy Hill, in downtown Edmonton.

Phone hotel reservation directly at (780) 428-6611 and ask for the group rate for "Centre For Labour-Management Development." Reserve early as availability is limited.

The Crowne Plaza Chateau Lacombe is a unionized hotel.

TUITION

Includes two-day program, conference binder, Certificate of Attendance, continental breakfasts and refreshments. Other meals and guestrooms are not included.

Individual \$795 (plus \$39.75 GST = \$834.75)
 Group (3 + each) \$745 (plus \$37.25 GST = \$782.25)
 Super Group (7 + each) \$695 (plus \$34.75 GST = \$729.75)
 Binder Only (each) \$195 (plus \$9.75 GST = \$204.75)

To qualify for group rates, individuals must be from the same organization or union local and register together.

CANCELLATIONS must be in writing and received by December 2, 2009 in order to qualify for a full refund less a \$50 administration fee.

Non-compliance will result in liability for the entire tuition.

SUBSTITUTIONS may be made at any time.

PRESENTERS are confirmed at the time of publication, but are subject to change in emergencies.

GST No. 122060569