

The leader in labour law education.

The 16th Annual Alberta Labour Law Review


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



Edmonton

November 17 & 18, 2010
Westin Hotel

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

 **ATTENTION LAWYERS:** A total of 10.45 Continuing Professional Development credits may be claimed from the Law Society of Alberta for attending this conference.

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Attend the **16th 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.



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

PRESENTERS

Damon Bailey
Employer Counsel
McLennan Ross
Calgary

Gary Bainbridge
Union Counsel
Bainbridge Jodouin
Cheecham
Saskatoon

Wayne Benedict
Union Counsel
McGown Johnson
Calgary

John Carpenter
Union Counsel
Chivers Carpenter
Edmonton

Ritu Khullar
Union Counsel
Chivers Carpenter
Edmonton

Jean Torrens
Employer Counsel
MacPherson Leslie
& Tyerman
Calgary

Kevin Wilson, Q.C.
Employer Counsel
MacPherson Leslie
& Tyerman
Saskatoon

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

WEDNESDAY, NOVEMBER 17

8:30 Registration

9:00 Accommodation and Human Rights Update

[Gary Bainbridge and Kevin Wilson](#)

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

12:00 Lunch break

1:15 Managing Attendance: New Directives From Arbitrators

[Ritu Khullar and Jean Torrens](#)

Recent cases shed light on what arbitrators are saying about attendance-management programs and employer responses to innocent absenteeism.

2:00 Messy Dismissals and Mental Suffering: The Potential for Whopping Damages

[Ritu Khullar and Jean Torrens](#)

The case of a Canadian labour arbitrator who awarded \$500,000 for bad faith dismissal and other recent cases shed light on when the parties may be on the hook for substantial monetary damages at arbitration.

3:00 The Evolving Role of Safety in Accommodation: Recent Cases

[Ritu Khullar and Jean Torrens](#)

What are recent cases telling us about the complex balance between the duty to accommodate and the need for workplace safety? How much safety risk is tolerable in the course of accommodation and when does it amount to undue hardship?

3:30 Using Post-discharge Evidence: Effective Strategies for Unions and Employers

[Ritu Khullar and Jean Torrens](#)

When can an addicted employee who was fired for workplace misconduct seek reinstatement through post-discharge evidence? How can employers minimize their exposure? What are effective arguments for unions when representing addicted employees fired for misconduct?

4:00 Alberta Labour Relations Board Update

[Ritu Khullar and Jean Torrens](#)

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

4:30 Adjourn

THURSDAY, NOVEMBER 18

8:30 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 New Best Practices: Takeaways from 2010

[Wayne Benedict and Damon Bailey](#)

What challenges do Alberta unions and employers face as a result of new developments in labour law? What practices and procedures need to be re-evaluated? Practical and future-oriented take-aways for 2011.

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, November 17 & 18, 2010
- 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)

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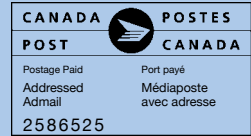
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141 Bannatyne Ave., Suite 250
 Winnipeg, Manitoba R3B 0R3
 Phone (204) 956-0800 Fax (204) 956-0515
 Info@LabourLawOnline.ca

SEMINARS

The 16th Annual Labour Law Review

Winnipeg	Oct. 27 & 28
Edmonton	Nov. 17 & 18
Saskatoon	Nov. 24 & 25
Vancouver	Dec. 1 & 2

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 \$159 (standard, single/double plus taxes) has been arranged for registrants at the Westin Hotel, 10135 100 St. in downtown Edmonton.

Phone hotel reservation directly at (780) 426-3636 and ask for the group rate for "The Alberta Labour Law Review." Reserve early as availability is limited.

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 November 10, 2010 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.

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