

The leader in labour law education.

The 16th Annual Manitoba Labour Law Review

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



Manitoba

October 27 & 28, 2010
Hotel Fort Garry

 **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 Manitoba for attending this conference.

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

Attend the **16th Annual Manitoba Labour Law Review** and catch up on the year's top labour law developments and their impact on unions and employers in Manitoba.

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 Manitoba unions and employers

WHO SHOULD ATTEND:

- Manitoba 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

Gary Bainbridge
Union Counsel
Bainbridge Jodouin
Cheecham
Saskatoon

Shandra Czarnecki
Employer Counsel
Aikins MacAulay
& Thorvaldson
Winnipeg

Blair Graham, Q.C.
Labour Arbitrator
Thompson Dorfman
Sweatman
Winnipeg

Keith LaBossiere
Labour Law Counsel
Thompson Dorfman
Sweatman
Winnipeg

David Lewis
Union Counsel
Manitoba Government
and General
Employees' Union
Winnipeg

Grant Mitchell, Q.C.
Employer Counsel
Taylor McCaffrey
Winnipeg

David Simpson
Employer Counsel
Fillmore Riley
Winnipeg

Bill Sumerlus
Legal Counsel
Canadian Union
of Public Employees
Winnipeg

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

Manitoba

October 27 & 28, 2010
Hotel Fort Garry

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

WEDNESDAY, OCTOBER 27

8:30 Registration

9:00 Manitoba Labour Arbitration Update

[David Lewis and Grant Mitchell](#)

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

12:00 Lunch break

1:15 Managing Attendance: New Directives From Arbitrators

[Shandra Czarnecki and Bill Sumerlus](#)

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

[Shandra Czarnecki and Bill Sumerlus](#)

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

[Shandra Czarnecki and Bill Sumerlus](#)

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

[Shandra Czarnecki and Bill Sumerlus](#)

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 Manitoba Labour Board Update

[Shandra Czarnecki and Bill Sumerlus](#)

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

4:30 Adjourn

THURSDAY, OCTOBER 28

8:30 Accommodation & 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 Manitoba.

12:00 Lunch break

1:15 New Best Practices: Takeaways from 2010

[Blair Graham \(Chair\), Keith LaBossiere and David Simpson](#)

What challenges do Manitoba unions and employers face as a result of developments in labour law from the past year? 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 Manitoba Labour Law Review in Winnipeg, October 27 & 28, 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)

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

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

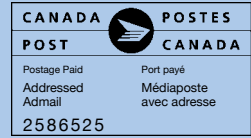
Payment is due prior to the program:

- 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 16th Annual Labour Law Review

Winnipeg	Oct. 27 & 28
Saskatoon	Nov. 17 & 18
Edmonton	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 \$139 (standard, single/double plus taxes) has been arranged for registrants at the Hotel Fort Garry, 222 Broadway, in downtown Winnipeg.

Phone hotel reservation directly at (204) 942-8251 and ask for the group rate for "Centre For Labour-Management Development." Reserve early as availability is limited.

The Hotel Fort Garry 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 October 20, 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.

GST No. 122060569