

The leader in labour law education.

The 17th Annual British Columbia Labour Law Review

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



Vancouver

December 7 & 8, 2011
Fairmont Hotel Vancouver



labour law online.ca
CENTRE FOR LABOUR-MANAGEMENT DEVELOPMENT



ATTENTION LAWYERS: This conference is accredited by the Law Society
of BC for 10.75 hours of Continuing Professional Development (CPD).

 **ATTENTION LAWYERS:** This conference is accredited by the Law Society of British Columbia for 10.75 hours of Continuing Professional Development (CPD).

Attend the **17th Annual British Columbia Labour Law Review** and catch up on the year's top labour law developments and their impact on unions and employers in British Columbia.

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 HST

ATTEND AND LEARN:

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

WHO SHOULD ATTEND:

- British Columbia 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

Gina Fiorillo
Union Counsel
Fiorillo Glavin Gordon
Vancouver

Chuck Harrison
Employer Counsel
Fasken Martineau
Vancouver

Dalton Larson
Labour Arbitrator
The Arbitrators Group
Vancouver

Bruce Laughton, Q.C.
Union Counsel
Laughton & Company
Vancouver

Shona Moore, Q.C.
Union Counsel
Moore Edgar Olson
Vancouver

Thomas Roper, Q.C.
Employer Counsel
Roper Greyell
Vancouver

Michael Weiler
Employer Counsel
Boughton Law Corporation
Vancouver

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

Vancouver

December 7 & 8, 2011
Fairmont Hotel Vancouver

Registration: 8:30–9:00 a.m.

WEDNESDAY, DECEMBER 7

8:30 Registration

MORNING SESSION - 9:00 a.m. to 12:00 p.m.

Bruce Laughton and Tom Roper

BC Labour Arbitration Update

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

BC Labour Relations Board Update

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

AFTERNOON SESSION - 1:15 to 4:30 p.m.

Gina Fiorillo and Chuck Harrison

Family Status: The Sleeping Giant of Tomorrow's Workplace?

New challenges are faced with the ever-expanding interpretation of "family status" in human rights law. How are rotating shifts, night work and alternative work arrangements to be treated when they conflict with an employee's family obligations? Could family-status protections apply to elderly parents or dependent siblings?

The Duty to Accommodate Job Applicants

Recent human rights decisions have affirmed the employer's obligation to accommodate job applicants at the pre-hire stage, commonly arising in situations where work obligations interfere with religious beliefs or disability-related restrictions. A review of old and new cases, with emphasis on current best practices.

Employer Grievances: The How, When and Why

Sometimes the employer's last means of addressing a breach of the collective agreement is by way of an "employer" grievance. This topic will examine the "how, when and why" of employer grievances and how they can be an effective labour-relations tool.

The Charter of Rights and Freedoms: How it's Re-shaping the Canadian Workplace

A review of recent and pending cases will explore how legal challenges under the Canadian *Charter of Rights and Freedoms* are changing the face of the Canadian workplace. Challenges involve right to strike, essential services, union security clauses and exclusions from labour legislation.

THURSDAY, DECEMBER 8

MORNING SESSION - 8:30 a.m. to 12:00 p.m.

Gary Bainbridge and Kevin Wilson

Accommodation and Human Rights Update

A review of the year's top accommodation and other human rights cases from across Canada and their impact on union and employer representatives in British Columbia.

AFTERNOON SESSION - 1:15 to 3:00 p.m.

Arbitrator Dalton Larson (Chair), Shona Moore and Michael Weiler

Arbitrator's Forum on Social Networking and Computer Privacy

In this interactive session, union and management counsel ask a British Columbia labour arbitrator to rule on realistic scenarios involving computer privacy and social networking which question the employee's right to privacy vs. the employer's right to know.



labour law online.ca
CENTRE FOR LABOUR-MANAGEMENT DEVELOPMENT

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 British Columbia Labour Law Review in Vancouver, December 7 & 8, 2011
- ☐ I cannot attend, but please send me _____ (insert quantity) conference binders at \$195 plus \$23.40 HST = \$218.40 each
- ☐ I am a lawyer who wishes to receive CLE credits from my Law Society for attending this conference.
- ☐ 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

Copyright 2011 Centre for Labour-Management Development (Canada) Inc.

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



labour law online.ca
CENTRE FOR LABOUR-MANAGEMENT DEVELOPMENT

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

CONFERENCES

The 17th Annual Labour Law Review

Edmonton	Oct. 26 & 27
Regina	Nov. 1 & 2
Ottawa	Nov. 17 & 18
Winnipeg	Dec. 1 & 2
Vancouver	Dec. 7 & 8

Droit du travail 2011 (French)

Montreal	Nov. 8
Quebec	Nov. 9

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 \$149 (standard, single/double plus taxes) has been arranged for registrants at the Fairmont Hotel Vancouver, 900 West Georgia St., in downtown Vancouver.

Phone hotel reservation directly at (604) 684-3131 and ask for the group rate for "The BC Labour Law Review." Reserve early as availability is limited.

The Fairmont Hotel Vancouver 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 \$95.40 HST = \$890.40)
Group (3 + each) \$745 (plus \$89.40 HST = \$834.40)
Super Group (7 + each) \$695 (plus \$83.40 HST = \$778.40)
Binder Only (each) \$195 (plus \$23.40 HST = \$218.40)

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 30, 2011 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

LAWYERS

Attention Lawyers: This conference is accredited by the Law Society of BC for 10.75 hours of Continuing Professional Development (CPD).