

The leader in labour law education.

# THE 20TH ANNUAL Alberta Labour Law Review


The Year's Top Labour Law Developments Affecting  
Alberta Unions and Employers



Edmonton

November 20 & 21, 2014  
Westin Hotel

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

 **ATTENTION LAWYERS:** A total of 11 Continuing Professional Development (CPD) credits may be claimed from the Law Society of Alberta for attending this conference.



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Attend the **20th 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 only:

**\$195.00** PLUS GST

### Attend and Learn:

- The latest arbitration awards
- 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

### Rob Garden, Q.C.

Labour Arbitrator and  
Mediator  
Calgary

### Ritu Khullar, Q.C.

Union Counsel  
Chivers Carpenter  
Edmonton

### Kristan McLeod

Union Counsel  
Chivers Carpenter  
Edmonton

### Kara O'Halloran

Union Counsel  
Chivers Carpenter  
Edmonton

### Jean Torrens

Employer Counsel  
MacPherson Leslie  
& Tyerman  
Calgary

### Kevin Wilson, Q.C.

Employer Counsel  
MacPherson Leslie  
& Tyerman  
Saskatoon

Edmonton

November 20 & 21, 2014  
Westin Hotel

REGISTRATION: 8:30 – 9:00 A.M.

## Thursday, November 20

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**REGISTRATION: 8:30 – 9:00 A.M.**

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**MORNING SESSION: 9:00 A.M. TO 12:00 P.M.**

Gary Bainbridge and Kevin Wilson

### Accommodation Update

A review of the year's top accommodation cases from across Canada and their impact on union and employer representatives in Alberta.

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**AFTERNOON SESSION: 1:15 TO 4:30 P.M.**

Kara O'Halloran and Jean Torrens

### Human Rights Remedies: From the Traditional to the Creative

A review of recent awards of arbitrators and human rights tribunals that contrast traditional remedies such as damages and reinstatement with remedies that are creative and non-traditional.

### The Blurring of Work vs. Personal Time: Am I Working or Not?

With increasing pressure on employees to be more productive in less time with fewer resources, more employees are working from home or available off-hours, blurring work and personal time. Issues of overtime eligibility, control of electronic devices and applicability of workplace insurance are addressed.

### A Fresh Look at Workplace Bullying: New Take-aways from Arbitrators

Bullying involving race, sexual orientation and violence are the subject of recent decisions by arbitrators who weigh in on when discipline is appropriate and when employer responses are either ineffective or go overboard.

### Discipline in the Age of Exploding Technology

Recent cases weigh in on how employers and unions need to adapt to emerging technologies that create more ways for employees to get into trouble and more ways for employees to get caught.

## Friday, November 21

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**MORNING SESSION: 8:30 A.M. TO 12:00 P.M.**

Damon Bailey and Ritu Khullar

### Alberta Labour Arbitration Update

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

### Alberta Labour Relations Board Update

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

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**AFTERNOON SESSION: 1:15 TO 3:00 P.M.**

Rob Garden (Chair), Damon Bailey and Kristan McLeod

### Grievance Allowed... or Denied?

An arbitrator offers instant rulings on hypothetical grievances presented by union and management counsel, with focus on new labour law issues.

# 4 easy ways to register

1. **by mail** Centre For Labour-Management Development  
141 Bannatyne Ave., Suite 250, Winnipeg, MB R3B 0R3
2. **toll-free fax** 1-800-665-5990
3. **toll-free phone** 1-800-665-4411
4. **online** www.LabourLawOnline.ca

- Please register us for the Alberta Labour Law Review in Edmonton, November 20 & 21, 2014
- I cannot attend, but please send me \_\_\_\_\_ (insert quantity) conference binders at \$195 plus \$9.75 GST = \$204.75 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](mailto:Info@LabourLawOnline.ca) or  
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

### PROGRAMS

#### The 20th Annual Labour Law Review

Saskatoon	October 23 & 24
Winnipeg	October 28 & 29
Vancouver	November 13 & 14
Edmonton	November 20 & 21

#### Droit du travail 2014 (in French)

Quebec	November 26
Montreal	November 27

#### The 2015 Accommodation Law Conference

Edmonton	Spring TBA
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#### The Progressive Discipline Seminar

Edmonton	June TBA
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### 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

Special guestroom rates starting at \$189 (standard, single/double plus taxes) have been arranged for registrants at the Westin Edmonton, 10135-100 Street 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 13, 2014 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**

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