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# THE 2014 ACCOMMODATION LAW CONFERENCE

New legal breakthroughs in the duty to accommodate and their impact on unions and employer representatives in Canada



Vancouver

April 2 & 3, 2014  
Fairmont Hotel Vancouver



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

**ATTENTION LAWYERS:** This conference has been approved for 11 hours of CPD credit by the Law Society of BC.

# THE 2014 ACCOMMODATION LAW CONFERENCE

New legal breakthroughs in the duty to accommodate and their impact on union and employer representatives in Canada

**Learn what it takes to make informed accommodation decisions based on the latest developments in the law.** Attend this state-of-the-law conference—for union representatives, employer representatives and lawyers—and stay on top of the latest legal breakthroughs in the duty to accommodate and their impact on unionized workplaces in Canada.

## Presenters

**Gary Bainbridge**

Union Counsel  
Bainbridge Jodouin  
Cheecham  
Saskatoon

**Jessica Burke**

Union Counsel  
Black Gropper  
Vancouver

**Will Clements**

Union Counsel  
Koskie Glavin Gordon  
Vancouver

**Chuck Harrison**

Employer Counsel  
Fasken Martineau  
Vancouver

**Dalton Larson**

Labour Arbitrator  
The Arbitrators Group  
Vancouver

**Shona Moore, Q.C.**

Union Counsel  
Moore Edgar Lyster  
Vancouver

**Gabrielle Scorer**

Employer Counsel  
Roper Greyell  
Vancouver

**Kevin Wilson, Q.C.**

Employer Counsel  
MacPherson Leslie  
& Tyerman  
Saskatoon

**Andrea Zwack**

Employer Counsel  
Heenan Blaikie  
Vancouver



## Wednesday, April 2

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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.**

Chuck Harrison and Shona Moore

### The Year's Top Accommodation Cases

A review of important new accommodation cases in Canada and their impact on BC unions and employers.

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

Will Clements and Andrea Zwack

### Medical Privacy: What's New

New cases shed light on an employer's entitlement to confidential employee medical information to establish a disability or medical restrictions.

### Accommodating Mental Disabilities: Still a Challenge!

Recent cases highlight the difficulties associated with accommodating employees with depression, anxiety, stress and other mental disorders.

### Accommodating Off-site Work

When the duty to accommodate extends beyond the traditional workplace to telework, the commute to work and alternative work sites.

### I Have a Porn Addiction: Accommodate Me

The consequences of viewing pornography at work is the subject of several recent arbitration awards — with some surprising results.

## Thursday, April 3

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

Gary Bainbridge and Kevin Wilson

### Accommodating Family Status: Going Where No Accommodation Has Gone Before

Accommodating elder care, child-custody and daycare arrangements are some of the groundbreaking issues covered in recent cases

### Attendance Management Programs: When They Can Be Challenged

When attendance management programs can trigger human rights issues and invite a legal challenge by the union.

### Competing Medical Opinions: Making Your Medical Expert Count

Factors considered by arbitrators when choosing between competing medical experts — with practical takeaways for employers and unions.

### Top Accommodation Goofs to Avoid

Common missteps by employers and unions when handling accommodation claims and how to avoid them.

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

Dalton Larson (Chair), Jessica Burke and Gabrielle Scorer

### Q & A Session

A labour arbitrator, union counsel and management counsel answer your questions on the duty to accommodate.

# 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 2014 Accommodation Law Conference in Vancouver, April 2 & 3, 2014.
- I cannot attend, but please send me notice of future programs by mail or E-mail.
- I am a lawyer who wishes to receive Continuing Professional Development (CPD) credits from my law society for attending this conference.

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

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

ORGANIZATION \_\_\_\_\_

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Payment is due prior to the program:

- Cheque enclosed payable to: Centre For Labour-Management Development
- Invoice my organization attn: \_\_\_\_\_
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- Purchase Order No. is attached

Charge to the following credit card:  VISA  MASTERCARD  AMEX  DISCOVER

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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

### The 2014 Accommodation Law Conference

<b>Saskatoon</b>	March 20 & 21
<b>Ottawa</b>	March 25 & 26
<b>Vancouver</b>	April 2 & 3
<b>Edmonton</b>	April 29 & 30
<b>Winnipeg</b>	May 7 & 8

### The Progressive Discipline Seminar for Supervisors and Stewards

<b>Saskatoon</b>	June TBA
<b>Regina</b>	June TBA
<b>Edmonton</b>	June TBA
<b>Vancouver</b>	June TBA
<b>Winnipeg</b>	June TBA

PROGRAMS

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 \$179** (standard, single/double plus taxes) have been arranged for registrants at **the Fairmont Hotel Vancouver, 900 West Georgia Street** in downtown Vancouver.

Phone hotel reservation directly at (604) 684-3131 and ask for the Group Rate for "The Accommodation Law Conference."

The Fairmont Hotel Vancouver is a unionized hotel.

TUITION

Includes two-day conference, 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)

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

**CANCELLATIONS** must be in writing and received by March 26, 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**

LAWYERS

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