

The leader in labour law education.

# THE 20TH ANNUAL Manitoba Labour Law Review

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



Winnipeg

October 28 & 29, 2014  
Hotel Fort Garry

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

**ATTENTION LAWYERS:** This conference offers Manitoba lawyers a total of 10.75 hours of continuing professional development (CPD).

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Attend the **20th 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 only:

**\$195.00** PLUS GST

#### **Attend and Learn:**

- The latest arbitration awards
- 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**

### **Shandra Czarnecki**

Employer Counsel  
Aikins MacAulay &  
Thorvaldson  
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 LLP  
Winnipeg

### **David Simpson**

Employer Counsel  
Fillmore Riley  
Winnipeg

### **Bill Sumerlus**

Regional Director  
Canadian Union of Public  
Employees  
Winnipeg

### **Mark Toews**

Deeley Fabbri Sellen Law  
Corporation  
Union Counsel  
Winnipeg

**Winnipeg**

October 28 & 29, 2014  
Hotel Fort Garry

**REGISTRATION: 8:30 – 9:00 A.M.**

## Tuesday, October 28

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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.**

David Lewis and Grant Mitchell

### Manitoba Labour Arbitration Update

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

### Manitoba Labour Board Update

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

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

Keith LaBossiere and Mark Toews

### 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.

## Wednesday, October 29

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

Shandra Czarnecki and Bill Sumerlus

### Accommodation Update

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

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

David Simpson and Bill Sumerlus

### Ask a Labour Lawyer!

Union and management counsel answer your questions on new developments in labour law.



# 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 IN WINNIPEG 204-956-0515
3. **toll-free phone** 1-800-665-4411 IN WINNIPEG 204-956-0800
4. **online** www.LabourLawOnline.ca

- Please register us for the Manitoba Labour Law Review in Winnipeg, October 28 & 29, 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](mailto: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

Winnipeg	Spring TBA
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#### The Progressive Discipline Seminar

Winnipeg	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 \$149 (single/double plus taxes) have been arranged for attendees at the Hotel Fort Garry, 222 Broadway, in the heart of downtown Winnipeg.

Phone Reservations directly at (204) 942-8251 and ask for the group rate for "The Manitoba Labour Law Review."

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 from the same organization or union local and register together.

**CANCELLATIONS** must be in writing and received by October 21, 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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