

The leader in labour law education.

THE 2014 ACCOMMODATION LAW CONFERENCE

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



Ottawa

March 25 & 26, 2014
Fairmont Chateau Laurier



labour law online.ca
CENTRE FOR LABOUR-MANAGEMENT DEVELOPMENT

ATTENTION LAWYERS: This conference consists of 10.75 hours of Continuing Professional Development (CPD) credits and can be applied towards 9 of the 12 hours of annual CPD required by the Law Society of Upper Canada (not the New Member Requirement).

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

Judith Allen

Labour Arbitrator
Arbitration Investigation
Mediation (AIM)
Ottawa

Paul Champ

Union Counsel
Champ & Associates
Ottawa

Peter Engelmann

Union Counsel
Sack Goldblatt Mitchell
Ottawa

Karen Jensen

Employer Counsel
Norton Rose Fulbright
Ottawa

Laurel Johnson

Counsel, Public & Labour Law
Office of the Legal Advisor
for National Defence and
the Canadian Forces
Ottawa

Kecia Podetz

Employer Counsel
Emond Harnden
Ottawa

Chris Rootham

Union Counsel
Nelligan O'Brien Payne
Ottawa

JD Sharp

Employer Counsel
Emond Harnden
Ottawa

Steve Waller

Union Counsel
Nelligan O'Brien Payne
Ottawa



Tuesday, March 25

REGISTRATION: 8:30 – 9:00 A.M.

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

Karen Jensen and Steve Waller

The Year's Top Accommodation Cases

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

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

Peter Engelmann and Kecia Podetz

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.

Wednesday, March 26

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

Paul Champ and Laurel Johnson

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.

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

Judith Allen (Chair), Chris Rootham and JD Sharp

Q & A Session

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

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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 Ottawa, March 25 & 26, 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 _____

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 _____

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Please E-MAIL 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 2014 Accommodation Law Conference

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

The Progressive Discipline Seminar for Supervisors and Stewards

Saskatoon	June TBA
Regina	June TBA
Edmonton	June TBA
Vancouver	June TBA
Winnipeg	June TBA

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 \$159 (standard, single/double plus taxes) have been arranged for registrants at **the Fairmont Chateau Laurier, 1 Rideau Street** in downtown Ottawa.

Phone hotel reservation directly at (613) 241-1414 and ask for the Group Rate for "The Accommodation Law Conference."

The Fairmont Chateau Laurier 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 \$103.35 HST = \$898.35)
Group (3+ each): \$745 (plus \$96.85 HST = \$841.85)
Super Group (7+ each): \$695 (plus \$90.35 HST = \$785.35)

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 18, 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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