

The leader in labour law education.

THE 2015 ACCOMMODATION LAW CONFERENCE

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



Ottawa

April 22 & 23, 2015
The Fairmont Chateau Laurier



labour law online.ca
CENTRE FOR LABOUR-MANAGEMENT DEVELOPMENT

CONTINUING
PROFESSIONAL
DEVELOPMENT

PRE-APPROVED

HRPA

This conference has been approved for 10.75 continuing professional development (CPD) hours by the Human Resource Professionals Association (HRPA).

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 2015 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

Andrew Astritis

Union Counsel
Raven, Cameron,
Ballantyne & Yazbeck
Ottawa

Peter Engelmann

Union Counsel
Sack Goldblatt Mitchell
Ottawa

Laurel Johnson

Director and Senior Counsel
Public and Labour Law
Office of the Legal Advisor
for the Department of
National Defence and
the Canadian Forces
Ottawa

Kevin MacNeill

Employer Counsel
Emond Harnden
Ottawa

Kecia Podetz

Employer Counsel
Emond Harnden
Ottawa

JD Sharp

Employer Counsel
Emond Harnden
Ottawa

Craig Stehr

Union Counsel
Nelligan O'Brien Payne
Ottawa

Steve Waller

Union Counsel
Nelligan O'Brien Payne
Ottawa



Wednesday, April 22

REGISTRATION: 8:30 – 9:00 A.M.

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

Peter Engelmann and Laurel Johnson

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.

Andrew Astritis and Kecia Podetz

Family Status: What's New?

From daycare arrangements to disclosing medical information about family dependents: A review of recent cases.

The Union's Evolving Duty to Accommodate

The state of the union's duty to accommodate, including cases where unions have fallen short of their legal obligations.

Remunerating Accommodated Employees

When accommodated employees face a decrease in pay, job status or benefits: New cases set rules for compensating accommodated employees.

Accommodating Non-permanent Positions

Probationary employees, temporary workers, casual employees, agency employees: The rules for accommodating employees in non-permanent positions.

Thursday, April 23

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

JD Sharp and Steve Waller

Medical Questions You Can't Ask an Accommodated Employee

Learn the limits arbitrators have placed on medical questions an employer can ask an accommodated employee.

Discipline & the Disabled Employee

Recent cases shed new light on when disabled employees are subject to discipline, when they are not and when their disability can play a mitigating role.

Post-discharge Evidence: When it Can Overturn a Dismissal

Recent cases on when unions can use evidence not available at the time of discharge to successfully challenge the dismissal of a disabled employee.

Accommodation Remedies: New Trends to Watch

From reinstatement with creative conditions to significant damage awards, arbitrators continue to push the limits in accommodation remedies.

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

Judith Allen (Chair), Kevin MacNeill and Craig Stehr

Accommodation Allowed... or Denied?

A labour arbitrator offers instant rulings on accommodation grievances presented by union and management counsel based on real cases.

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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 2015 Accommodation Law Conference in Ottawa, April 22 & 23, 2015.
- 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 _____

Incorrect address? Receiving duplicates?

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 2015 Accommodation Law Conference

Winnipeg	March 25 & 26
Ottawa	April 22 & 23
Edmonton	April 29 & 30
Saskatoon	May 6 & 7
Vancouver	May 13 & 14

The Progressive Discipline Seminar for Supervisors & Stewards

Vancouver	March 31
Winnipeg	June TBA
Saskatoon	June TBA
Regina	June TBA
Edmonton	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 \$199 (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." **Reserve early as availability is limited.**

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 April 15, 2015 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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