

# THE 2017 ACCOMMODATION LAW CONFERENCE

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



Winnipeg

March 14 & 15, 2017  
Hotel Fort Garry



labour law online.ca  
CENTRE FOR LABOUR-MANAGEMENT DEVELOPMENT

**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.

## Tuesday, March 14

**REGISTRATION:** 8:30 – 9:00 A.M.

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

### The Year's Top Accommodation Cases

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

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

### Update on Accommodating Family Status

The rapidly developing case law on family status discrimination will be examined, touching on issues including elder care, breast feeding, work scheduling, absenteeism and self-help.

### Update on Accommodating Mental Disabilities

New cases reflecting the influx of mental health accommodation needs in the workplace will be examined touching on conditions including stress, depression, post-traumatic stress disorder and oppositional defiance disorder.

### Update on Accommodating Substance Addiction

New cases on substance addiction in the workplace will be examined touching on issues including theft, self-disclosure, last-chance agreements and reinstatement.

### Update on Accommodation Remedies

How arbitrators, tribunals and the courts are continuing to reaffirm, through significant awards of damages and other remedies, the importance of human rights in the workplace.

## Wednesday, March 15

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

### Is Your Workplace Ready for Legalized Pot?

The accommodation issues likely to arise when marijuana is legalized in Canada will be examined, including some lessons learned from the increased use of medical marijuana and experience with alcohol and drug addiction.

### Self-reporting Medical Symptoms: Can it Trigger the Duty to Accommodate?

When a formal medical diagnosis may not be necessary to trigger the duty to accommodate and when the self-reporting of medical symptoms may be enough.

### Individually Assessing Accommodation Needs: A Wake-up Call from Arbitrators

As more arbitrators require employers to individually assess an employee's accommodation needs rather than rely on blanket accommodation policies, learn practical tips for assessing an employee's accommodation needs on an individual basis.

### When the Accommodation Duty Ends

Recent cases weigh in on when the employer's duty to accommodate comes to an end for reasons involving attendance, addiction, lack of work, failure to cooperate or doubtful improvement.

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

### Accommodation Allowed...or Denied?

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

## Your Presenters

### Shandra Czarnecki

Employer Counsel  
MLT Aikins  
Winnipeg

### Tracey Epp

Employer Counsel  
Pitblado Law  
Winnipeg

### Keith LaBossiere

Labour Law Counsel  
Thompson Dorfman  
Sweatman  
Winnipeg

### Cynthia Lazar

Employer Counsel  
Taylor McCaffrey LLP  
Winnipeg

### David Lewis

Union Counsel  
Manitoba Government and  
General Employees' Union  
Winnipeg

### Grant Mitchell, Q.C.

Labour Arbitrator  
Winnipeg

### David Simpson

Employer Counsel  
Fillmore Riley  
Winnipeg

### William Sumerlus

Union Counsel  
Winnipeg

### Mark Toews

Union Counsel  
Deeley Fabbri Sellen Law  
Corporation  
Winnipeg

## 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](http://www.LabourLawOnline.ca)

- Please register us for the The 2017 Accomodation Law Conference in Winnipeg, March 14 & 15, 2017
- 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)

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Payment is due prior to the program:

- Cheque enclosed payable to: Centre For Labour-Management Development
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FAX toll-free 1-800-665-5990 or PHONE toll-free 1-800-665-4411

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### PROGRAMS

#### The 2017 Accommodation Law Conference

Winnipeg	March 14 & 15
Saskatoon	March 22 & 23
Edmonton	April 19 & 20
Vancouver	April 26 & 27
Ottawa	May 24 & 25

#### The Progressive Discipline Seminar for Supervisors and Stewards

Winnipeg	June 2017
Regina	June 2017
Saskatoon	June 2017
Vancouver	June 2017
Edmonton	June 2017

### ACCOMMODATIONS

A special guestroom rate of \$139 (standard, single/double plus taxes) has been arranged for conference attendees at the Hotel Fort Garry, 222 Broadway, in downtown Winnipeg. Phone hotel reservations at (204) 942-8251 and ask for the group rate for "The Accommodation Law Conference." Reserve early as availability is limited.

The Hotel Fort Garry is a unionized hotel.

### TUITION

**Tuition includes two-day program, conference binder, Certificate of Attendance, continental breakfasts and refreshments. Lunch 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, individuals must be from the same organization, or union local, AND register together at the same time. Individuals registering separately will not qualify for group rates.

**CANCELLATIONS** must be in writing and received by March 7 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



**ATTENTION LAWYERS:** A total of 10.75 Continuing Professional Development (CPD) credit hours may be claimed from the Law Society of Manitoba for attending this conference.



**HRMAM**  
**CHRP** 11

### CPHR

**CPHR:** This conference has been accredited by the Human Resource Management Association of Manitoba for 11 CPHR hours.