

THE 2017 ACCOMMODATION LAW CONFERENCE

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



Saskatoon

March 22 & 23, 2017
TCU Place



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.

Wednesday, March 22

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 Saskatchewan 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.

Thursday, March 23

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?

Labour arbitrators offer instant rulings on accommodation grievances presented by union and management counsel.

Your Presenters

Gary Bainbridge

Union Counsel
Bainbridge Jodouin
Cheecham
Saskatoon

Marcus Davies

Union Counsel
Bainbridge Jodouin Cheecham
Saskatoon

Robert Frost-Hinz

Employer Counsel
MLT Aikins LLP
Saskatoon

Brian Kenny, Q.C.

Labour Arbitrator
and Mediator
Saskatoon

Meghan McCreary

Employer Counsel
MLT Aikins LLP
Regina

Crystal Norbeck

Union Counsel
Gerrand Rath Johnson
Regina

Alma Wiebe, Q.C.

Labour Arbitrator
and Mediator
A.S.K. Law
Saskatoon

Kevin Wilson, Q.C.

Employer Counsel
MLT Aikins LLP
Saskatoon

Catherine Zuck, Q.C.

Labour Arbitrator
and Mediator
Saskatoon

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 The 2017 Accommodation Law Conference in Saskatoon, March 22 & 23, 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)

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

Copyright © 2017 Centre for Labour-Management Development (Canada) Inc.

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

The conference is being held at TCU Place, 35 22nd St. East in Saskatoon, a unionized facility. A special guestroom rate of \$159 (single/double plus taxes) has been arranged at the Holiday Inn Saskatoon Downtown, 101 Pacific Ave., directly across from TCU Place.

Please call reservations directly at (306) 986-5000 and ask for the Group Rate for The Accommodation Law Conference. Reserve early as availability is limited.

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 15 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: This conference has been approved by the Law Society of Saskatchewan for 11 Continuing Professional Development (CPD) hours.

CPHR



CPHR: This program has been accredited by the Saskatchewan Association of Human Resource Professionals (SAHRP) for 10.75 CPHR hours.