

# THE 2017 ACCOMMODATION LAW CONFERENCE

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



Edmonton

April 19 & 20, 2017  
Chateau Lacombe Hotel



**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, April 19

**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 Alberta 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, April 20

**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

### Damon Bailey, Q.C.

Employer Counsel  
McLennan Ross LLP  
Calgary

### Rob Garden, Q.C.

Labour Arbitrator  
and Mediator  
Calgary

### Ritu Khullar, Q.C.

Union Counsel  
Chivers Carpenter  
Edmonton

### Kara O'Halloran

Union Counsel  
Chivers Carpenter  
Edmonton

### Kevin Wilson, Q.C.

Employer Counsel  
MLT Aikins LLP  
Saskatoon

### Gary Bainbridge

Union Counsel  
Bainbridge Jodouin Cheecham  
Saskatoon

### Gabriel Joshee-Arnal

Employer Counsel  
Neuman Thompson  
Edmonton

### Kristan McLeod

Union Counsel  
Chivers Carpenter  
Edmonton

### Jean Torrens

Employer Counsel  
MLT Aikins LLP  
Calgary

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

- ☐ Please register us for the The 2017 Accommodation Law Conference in Edmonton, April 19 & 20, 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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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

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

### ACCOMMODATIONS

A special guestroom rate of \$139 (single/double plus taxes) has been arranged for attendees at the Chateau Lacombe Hotel, 10111 Bellamy Hill Rd NW, in downtown Edmonton. Please call reservations directly at (780) 428-6611 or toll-free 1-800-661-8801 and ask for the Group Rate for "The Accommodation Law Conference" (Block Code 20170418201). Reserve early as availability is limited.

The Chateau Lacombe 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 April 12 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 Alberta for attending this conference.