

# THE 2017 ACCOMMODATION LAW CONFERENCE

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



Ottawa

May 24 & 25, 2017  
Fairmont Chateau Laurier



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, May 24

**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 Ontario 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, May 25

**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.

### When and How the Duty to Accommodate is Triggered

Recent cases illustrate the issue of when and how the employer's legal obligation under human rights legislation to accommodate is triggered.

### 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

### Judith Allen

Labour Arbitrator  
and Mediator  
Arbitration Investigation  
Mediation (AIM)  
Ottawa

### Andrew Astritis

Union Counsel  
Raven, Cameron,  
Ballantyne & Yazbeck  
Ottawa

### Paul Champ

Union Counsel  
Champ & Associates  
Ottawa

### Peter Engelmann

Union Counsel  
Goldblatt Partners LLP  
Ottawa

### Dan Palayew

Employer Counsel  
Borden Ladner Gervais LLP  
Ottawa

### Kecia Podetz

Employer Counsel  
Emond Harnden  
Ottawa

### Margaret-Marie (Meg) Steele

Senior Legal Counsel  
City of Ottawa  
Ottawa

### Craig Stehr

Employer Counsel  
Gowlings Law Firm  
Ottawa

## 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 Ontario, May 24 & 25, 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

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

### ACCOMMODATIONS

Special guestroom rates starting at \$299 (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

#### Tuition includes two-day program, conference binder, Certificate of Attendance, continental breakfasts and refreshments. Lunch 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, 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 May 17 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**

### CPHR

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



### LAWYERS

**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).

