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UPCOMING EVENTS

The 2018 Accommodation Law Conference

Ottawa	May 1 & 2
Edmonton	April 11 & 12
Saskatoon	April 17 & 18
Winnipeg	May 8 & 9
Vancouver	May 16 & 17

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 breakfast and refreshments.

Accommodations and other meals 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, 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 24 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.

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The leader in labour law education.

THE 2018 ACCOMMODATION LAW CONFERENCE

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



Ottawa

May 1 & 2, 2018
Fairmont Chateau Laurier

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, May 1

REGISTRATION: 8:00 – 8:30 A.M.

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

SEAN MCGEE AND DAN PALAYEW

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

Update on Accommodating Family Status

The rapidly developing case law on family status discrimination.

Update on Accommodating Mental Disabilities

New cases reflect the influx of mental health needs in the workplace.

Update on Accommodating Substance Addiction

New cases on accommodating employees with drug and alcohol addictions.

Update on Accommodation Remedies

How arbitrators, tribunals and the courts are continuing to award significant awards of damages.

Wednesday, May 2

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

PAUL CHAMP AND MEG STEELE

Accommodating Marijuana Users

Guidelines for accommodating employees who consume marijuana, including those with marijuana addictions and users of medicinal marijuana.

Not Far Enough: When Employers Fall Short in Their Accommodation Obligations

Not following up, missing deadlines, and jumping the gun are just some examples of employers dropping the ball when it comes to their accommodation duties.

Returning to Work: Special Accommodation Considerations

When an employee returns to work after a lengthy absence, a host of accommodation issues arise including restrictions, trial periods and when to end the accommodation.

The Top 10 Medical Privacy Mistakes to Avoid

Common mistakes unions and employers can avoid when handling confidential medical information in the course of an accommodation.

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

ANDREW TREMAYNE (CHAIR), PETER ENGELMANN AND AMANDA SARGINSON

Accommodation Allowed...or Denied?

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

Your Presenters

Andrew Astritis

Union Counsel
Raven, Cameron,
Ballantyne & Yazbeck
Ottawa

Paul Champ

Union Counsel
Champ & Associates
Ottawa

Peter Engelmann

Union Counsel
Goldblatt Partners LLP
Ottawa

Sean McGee

Union Counsel
Nelligan O'Brien Payne
Ottawa

Dan Palayew

Employer Counsel
Borden Ladner Gervais LLP
Ottawa

Kecia Podetz

Employer Counsel
Emond Harnden
Ottawa

Amanda Sarginson

Senior Legal Counsel
NAV CANADA
Ottawa

Margaret-Marie (Meg) Steele

Senior Legal Counsel
City of Ottawa
Ottawa

Andrew Tremayne

Labour Arbitrator,
Mediator
and Independent
Investigator
Ottawa



ATTENTION LAWYERS: This conference consists of 11.25 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).



HRPA 11.25: This program has been pre-approved for 11.25 continuing professional development (CPD) hours by the Human Resource Professionals Association (HRPA).