

The 2019

ACCOMMODATION LAW CONFERENCE

Saskatoon May 8 & 9, 2019
Sheraton Cavalier Hotel



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 8

Registration: 8:00 – 8:30 a.m.

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

Marcus Davies and Shannon Whyley

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.

Susan Barber and Crystal Norbeck

Update on Accommodating Family Status

While there is still no national consensus on the test for family status, recent cases update the law on such issues as work scheduling, work assignments and granting time off.

Update on Accommodation Remedies

An update on remedy awards in accommodation cases and a review of decisions where damages have ranged widely in the past year from nominal to significant.

Update on Accommodating Mental Disabilities

New cases on accommodating mental disabilities and successful strategies for handling challenging mental health accommodations.

Update on Accommodating Substance Addiction

A review of recent cases that affirm the need for patience, compassion and flexibility when accommodating addicted employees, and specific strategies for accommodating addicted employees.

Gary Bainbridge, Q.C. – Bainbridge Jodouin Cheecham

Susan Barber, Q.C. – McDougall Gauley

Marcus Davies – Bainbridge Jodouin Cheecham

Robert Frost-Hinz – MLT Aikins LLP

Rob Garden, Q.C. – Labour Arbitrator and Mediator

Jana Linner – MLT Aikins LLP

Crystal Norbeck – Gerrand Rath Johnson

Heather Robertson – Gerrand Rath Johnson

Shannon Whyley – MLT Aikins LLP

Kevin Wilson, Q.C. – MLT Aikins LLP

Thursday, May 9

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

Gary Bainbridge and Kevin Wilson

The Legal Duties on Employees and Their Unions When Seeking Accommodation

A review of cases where employees and their unions have fallen short in their obligations to cooperate and facilitate when seeking accommodation for reasons that include addictions, employee delays and mixed culpability.

Medical Information Needed to Support an Accommodation Claim

What arbitrators say about the medical information that is necessary to substantiate physical and psychological accommodation claims including when specialists are justified, when requests for medical information go too far and the impact of delays.

Scheduling Accommodation

Recent cases where work scheduling has been at issue in accommodation cases involving family status, religious beliefs and disability limitations. Scheduling issues include flexible work, night shifts, reduced hours, leaves of absences, vacation time and sick time.

Ten Successful Accommodation Strategies

Case-tested ways unions and employers can streamline the accommodation process and achieve successful accommodation outcomes.

AFTERNOON SESSION: 1:15 to 3:00 p.m.

Rob Garden, Robert Frost-Hinz, Jana Linner and Heather Robertson

Accommodation Allowed...or Denied?

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

The official SEMINAR BROCHURE will be available online shortly.