

The leader in labour law education.

THE 2019 ACCOMMODATION LAW CONFERENCE

New legal breakthroughs in the duty to accommodate and their impact
on the unionized workplace



Saskatoon

May 8 & 9, 2019
Sheraton Cavalier Hotel



labour law online.ca
CENTRE FOR LABOUR-MANAGEMENT DEVELOPMENT

Attend this state-of-the-law conference for union and employer representatives and their legal counsel

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.

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 Winning 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.
SHEILA DENYSIUK, ROB GARDEN, ALMA WIEBE (GUEST ARBITRATORS),
ALEX ANDERSON, ROBERT FROST-HINZ, BRENT MATKOWSKI,
HEATHER ROBERTSON AND SAM SCHONHOFFER

Accommodation Allowed... or Denied?

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

Your Presenters

Alex Anderson
Union Counsel
Bainbridge Jodouin
Cheecham
Saskatoon

Gary Bainbridge, Q.C.
Union Counsel
Bainbridge Jodouin
Cheecham
Saskatoon

Susan Barber, Q.C.
Employer Counsel
McDougall Gauley
Regina

Marcus Davies
Union Counsel
Bainbridge Jodouin
Cheecham
Saskatoon

Sheila Denysiuk, Q.C.
Arbitrator and Mediator
Hnatyshyn Gough
Saskatoon

Robert Frost-Hinz
Employer Counsel
MLT Aikins LLP
Saskatoon

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

Brent Matkowski
Employer Counsel
MLT Aikins LLP
Saskatoon

Crystal Norbeck
Union Counsel
Gerrand Rath Johnson
Regina

Heather Robertson
Union Counsel
Gerrand Rath Johnson
Regina

Sam Schonhoffer
Union Counsel
Gerrand Rath Johnson
Regina

Shannon Whyley
Employer Counsel
MLT Aikins LLP
Saskatoon

Alma Wiebe, Q.C.
Labour Arbitrator,
Mediator & Investigator
A.S.K. Law
Saskatoon

Kevin Wilson, Q.C.
Employer Counsel
MLT Aikins LLP
Saskatoon



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ATTENTION LAWYERS: This conference has been accredited by the Law Society of Saskatchewan for 11.5 Continuing Professional Development (CPD) hours



CPHR: This program has been accredited by the Chartered Professionals in Human Resources (CPHR) Saskatchewan for 11.5 CPHR Continuing Professional Development (CPD) Hours.



Centre For Labour-Management Development

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Register Online: www.Labourlawonline.ca

UPCOMING EVENTS

The 2019 Accommodation Law Conference

Saskatoon May 8 & 9
Winnipeg April 2 & 3
Vancouver May 15 & 16
Edmonton May 29 & 30

The Progressive Discipline Seminar (Farewell Tour)

Saskatoon June 25
Edmonton March 7
Vancouver March 28
Winnipeg June 6

ACCOMMODATIONS

A special guestroom rate of **\$159** (standard, single/double plus taxes) has been arranged for registrants at the **Sheraton Cavalier Hotel**, 612 Spadina Crescent East in downtown Saskatoon.

Phone hotel reservation directly at **(306) 652-6770** 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 breakfast and refreshments.

Accommodations and other meals are 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 May 1 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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