

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



Edmonton

May 29 & 30, 2019
DoubleTree West Edmonton



labour law online.ca
CENTRE FOR LABOUR-MANAGEMENT DEVELOPMENT

Learn what it takes to make informed accommodation decisions by attending this state-of-the-law conference for union and employer representatives

Wednesday, May 29

REGISTRATION: 8:00 – 8:30 A.M.

MORNING SESSION: 8:30 A.M. TO 12:00 P.M.
DAN SCOTT AND JEAN TORRENS

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.
MAURICE DRANSFELD AND KRISTAN MCLEOD

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 30

MORNING SESSION: 8:30 A.M. TO 12:00 P.M.
DAMON BAILEY AND JOHN CARPENTER

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.
KATHRYN OVIATT (CHAIR), JACOB SCHWEDA AND RYAN SMITH

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

Maurice Dransfeld
Employer Counsel
McLennan Ross LLP
Edmonton

Kathryn Oviatt
Labour Arbitrator, Mediator
& Human Rights Adjudicator
Oviatt Law
Edmonton

Dan Scott
Union Counsel
Severyn Scott
Edmonton

Jean Torrens
Employer Counsel
MLT Aikins LLP
Calgary

John Carpenter
Union Counsel
Chivers Carpenter
Edmonton

Kristan McLeod
Union Counsel
Chivers Carpenter
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Jacob Schweda
Union Counsel
Chivers Carpenter
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Ryan Smith
Employer Counsel
Neuman Thompson
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Register Online: www.Labourlawonline.ca

UPCOMING EVENTS

The 2019 Accommodation Law Conference

Edmonton May 29 & 30
Saskatoon May 8 & 9
Vancouver May 15 & 16

The Progressive Discipline Seminar (Farewell Tour)

Winnipeg June 6
Saskatoon June 25

A special guestroom rate of **\$142**/single and **\$169**/double (plus taxes) have been arranged for registrants at the **DoubleTree West Edmonton**, 16615 109 Ave NW, in Edmonton.

Phone hotel reservation directly at **(780) 484-0821** and ask for the group rate for "The Accommodation Law Conference" (Group ID "LMD"). Reserve early as availability is limited.

ACCOMMODATIONS

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 22 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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