

The 2019

ACCOMMODATION LAW CONFERENCE

Winnipeg April 2 & 3, 2019
The Fairmont Winnipeg



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, April 2

Registration: 8:00 – 8:30 a.m.

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

Cindy Lazar and Fred Thiessen

The Year's Top Accommodation Cases

A review of important new accommodation cases in Canada and their impact on Manitoba unions and employers.

AFTERNOON SESSION: 1:15 to 4:30 p.m.

Tracey Epp and Keith LaBossiere

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.

Shandra Czarnecki – MLT Aikins LLP

Tracey Epp – Pitblado Law

Keith LaBossiere – Thompson Dorfman Sweatman

Cynthia Lazar – Taylor McCaffrey LLP

Grant Mitchell, Q.C. – Labour arbitrator and mediator

David Simpson – Fillmore Riley

William Sumerlus – Operating Engineers of Manitoba, Local 987

Fred Thiessen – Tapper Cuddy LLP

Wednesday, April 3

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

Shandra Czarnecki and Bill Sumerlus

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.

Grant Mitchell (Chair), David Simpson and TBA

Accommodation Allowed...or Denied?

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

This conference offers Manitoba lawyers a total of 11.25 hours of Continuing Professional Development (CPD).

A request is pending for this conference to be accredited by CPHR Manitoba.

The official SEMINAR BROCHURE will be available online shortly.