

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



Winnipeg

April 2 & 3, 2019
Fairmont Winnipeg



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

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.

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 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.

GRANT MITCHELL (CHAIR), KATHY MCILROY AND DAVID SIMPSON

Accommodation Allowed... or Denied?

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

Your Presenters

Shandra Czarnecki

Employer Counsel
MLT Aikins LLP
Winnipeg

Tracey Epp

Employer Counsel
Pitblado Law
Winnipeg

Keith LaBossiere

Labour Law Counsel
Thompson Dorfman
Sweatman
Winnipeg

Cynthia Lazar

Employer Counsel
Taylor McCaffrey LLP
Winnipeg

Kathy McIlroy

Union Counsel
Winnipeg

Grant Mitchell, Q.C.

Labour Arbitrator
and Mediator
Winnipeg

David Simpson

Employer Counsel
Fillmore Riley
Winnipeg

William Sumerlus

Union Counsel
Operating Engineers of
Manitoba, Local 987
Winnipeg

Fred Thiessen

Union Counsel
Tapper Cuddy LLP
Winnipeg



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



CPHR: This conference has been approved for 12 CPHR Continuing Professional Development Hours by CPHR Manitoba.



Centre For Labour-Management Development

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Mail Room Personnel: If undeliverable, please reroute to your organization's Human Resources Manager or Union Representative

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Register Online: www.Labourlawonline.ca

UPCOMING EVENTS

The 2019 Accommodation Law Conference

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

The Progressive Discipline Seminar (Farewell Tour)

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

ACCOMMODATIONS

A special guestroom rate of **\$189** (standard, single/double plus taxes) has been arranged for registrants at the Fairmont Hotel, 2 Lombard Place, located at Portage & Main in the heart of downtown Winnipeg.

Phone hotel reservation directly at **(204) 957-1350** and ask for the group rate for "The Accommodation Law Conference" (Block Code THEA0419). Reserve early as availability is limited.

The Fairmont Winnipeg 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 \$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 March 26 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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