

The 2019

ACCOMMODATION LAW CONFERENCE

Vancouver May 15 & 16, 2019
The Fairmont Hotel Vancouver



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 15

Registration: 8:00 – 8:30 a.m.

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

The Year's Top Accommodation Cases

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

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

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.

Lynsey Gaudin – MLT Aikins LLP

Sandra Guarascio – Roper Greyell

Lindsay Lyster – Moore Edgar Lyster

John McConchie – McConchie & Company

Thomas Roper, Q.C. – Roper Greyell

Lindsay Waddell – Moore Edgar Lyster

Andrea Zwack – Gall Legge Grant Zwack LLP

Thursday, May 16

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

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.

Accommodation Allowed...or Denied?

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

A request is pending for this conference to be approved by the Law Society of BC.

A request is pending for this conference to be accredited by the CPHR BC & Yukon.

The official SEMINAR BROCHURE will be available online shortly.