

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



Vancouver

May 15 & 16, 2019  
The Fairmont Hotel Vancouver



**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 15

**REGISTRATION:** 8:00 – 8:30 A.M.

**MORNING SESSION: 8:30 A.M. TO 12:00 P.M.**  
CHARLES GORDON AND TOM ROPER

### 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.**  
LINDSAY WADDELL AND ANDREA ZWACK

### 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 16

**MORNING SESSION: 8:30 A.M. TO 12:00 P.M.**  
LYNSEY GAUDIN AND LINDSAY LYSER

### 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.**

JOHN MCCONCHIE (CHAIR), MIKE HAMATA AND TAMARA RAMUSOVIC

### Accommodation Allowed... or Denied?

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

## Your Presenters

**Lynsey Gaudin**  
Employer Counsel  
MLT Aikins LLP  
Vancouver

**Mike Hamata**  
Employer Counsel  
Roper Greyell  
Vancouver

**John McConchie**  
Labour Arbitrator and  
Mediator  
McConchie & Company  
Vancouver

**Thomas Roper, Q.C.**  
Employer Counsel  
Roper Greyell  
Vancouver

**Andrea Zwack**  
Employer Counsel  
Gall Legge Grant Zwack LLP  
Vancouver

**Charles Gordon**  
Union Counsel  
Koskie Glavin Gordon  
Vancouver

**Lindsay Lyster**  
Union Counsel  
Moore Edgar Lyster  
Vancouver

**Tamara Ramusovic**  
Union Counsel  
Moore Edgar Lyster  
Vancouver

**Lindsay Waddell**  
Union Counsel  
Moore Edgar Lyster  
Vancouver

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**LSBC**  
ACCREDITED

**LAWYERS:** This conference is accredited by the Law Society of BC for 11.5 hours of continuing professional development (CPD) credits.



**CPHR:** This conference has been accredited by the CPHR BC & Yukon for 11.25 CPD hours.



**Centre For Labour-Management Development**

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# Register Online: [www.LabourLawOnline.ca](http://www.LabourLawOnline.ca)

UPCOMING EVENTS

## The 2019 Accommodation Law Conference

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

## The Progressive Discipline Seminar (Farewell Tour)

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

ACCOMMODATIONS

A special guestroom rate of **\$349** (standard, single/double plus taxes) has been arranged for registrants at the **The Fairmont Hotel Vancouver**, 900 West Georgia Street, in downtown Vancouver.

Phone hotel reservation directly at **(604) 684-3131** and ask for the group rate for "The Accommodation Law Conference". Reserve early as availability is limited.

The Fairmont Hotel Vancouver 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 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.

**GST No. 122060569**