

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



Ottawa

June 19 & 20, 2019
Fairmont Chateau Laurier



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, June 19

REGISTRATION: 8:00 – 8:30 A.M.

MORNING SESSION: 8:30 A.M. TO 12:00 P.M.
PAUL CHAMP AND MEG STEEL

The Year's Top Accommodation Cases

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

AFTERNOON SESSION: 1:15 TO 4:30 P.M.
SAMANTHA LAMB AND DAN PALAYEW

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, June 20

MORNING SESSION: 8:30 A.M. TO 12:00 P.M.
ANDREW ASTRITIS AND KECIA PODETZ

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.
ANDREW TREMAYNE (CHAIR), JEAN-MICHEL CORBEIL AND AMANDA SARGINSON

Accommodation Allowed... or Denied?

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

Your Presenters

Andrew Astritis
Union Counsel
Raven, Cameron,
Ballantyne & Yazbeck
Ottawa

Paul Champ
Union Counsel
Champ & Associates
Ottawa

Jean-Michel Corbeil
Union Counsel
Goldblatt Partners
Ottawa

Samantha Lamb
Union Counsel
Jewitt McLuckie
Ottawa

Dan Palayew
Employer Counsel
Borden Ladner Gervais LLP
Ottawa

Kecia Podetz
Employer Counsel
Emond Harnden
Ottawa

Amanda Sarginson
Senior Legal Counsel
NAV CANADA
Ottawa

Margaret-Marie (Meg) Steele
Senior Legal Counsel
City of Ottawa
Ottawa

Andrew Tremayne
Labour Arbitrator, Mediator
and Independent
Investigator
Ottawa



ATTENTION LAWYERS: This conference consists of 11.25 hours of Continuing Professional Development (CPD) credits and can be applied towards 9 of the 12 hours of annual CPD required by the Law Society of Upper Canada (not the New Member Requirement).



HRPA 11.25: This program has been pre-approved for 11.25 continuing professional development (CPD) hours by the Human Resource Professionals Association (HRPA).

Centre For Labour-Management Development

141 Bannatyne Ave., Suite 250
Winnipeg, Manitoba R3B 0R3

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

P: 1 (800) 665-4411

F: 1 (800) 665-5990

Info@LabourLawOnline.ca

Register Online: www.Labourlawonline.ca

UPCOMING EVENTS

**The 2019 Accommodation
Law Conference**

Ottawa June 19 & 20
Saskatoon May 8 & 9
Vancouver May 15 & 16
Edmonton May 29 & 30

**The Progressive Discipline
Seminar (Farewell Tour)**

Winnipeg June 6
Saskatoon June 25

ACCOMMODATIONS

A special guestroom rate of **\$289** (standard, single/double plus taxes) has been arranged for registrants at the **Fairmont Chateau Laurier**, 1 Rideau Street in downtown Ottawa.

Please call the Global Reservation Centre at **1-800-441-1414** and ask for the group rate for the Fairmont Chateau Laurier, The 2019 Accommodation Law Conference (the file reference code is "CLMD2019"). Reserve early as availability is limited.

The Fairmont Chateau Laurier 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 \$103.35 HST = \$898.35)

Group (3 + each) \$745 (plus \$96.85 HST = \$841.85)

Super Group (7 + each) \$695 (plus \$90.35 HST = \$785.35)

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 June 12 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