



Register Online: www.Labourlawonline.ca

UPCOMING EVENTS

The 2020 Accommodation Law Conference

Saskatoon May 5 & 6
Edmonton May 13 & 14
Vancouver June 10 & 11
Winnipeg June 16 & 17

The 26th Annual Labour Law Review

Saskatoon Fall 2020
Winnipeg Fall 2020
Edmonton Fall 2020
Vancouver Fall 2020

ACCOMMODATIONS

The seminar location is **TCU Place**, 35-22nd Street East in Saskatoon. TCU Place is a unionized facility.

Special guestroom rates starting at **\$159** (single/double plus taxes) have been arranged for conference attendees at the **Holiday Inn Saskatoon Downtown**, 101 Pacific Avenue (across from TCU Place).

Please contact hotel reservations directly at **(306) 986-5000** and ask for the group rate for "The 2020 Accommodation Law Conference." Reserve early as availability is limited.

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 **April 28** 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

Copyright © 2020 Centre for Labour-Management Development (Canada) Inc.

The leader in labour law education.

THE 2020 ACCOMMODATION LAW CONFERENCE

New legal breakthroughs in the duty to accommodate and their impact on the unionized workplace



Saskatoon

May 5 & 6, 2020
TCU Place

Catch up on the year's top legal breakthroughs in the duty to accommodate and their impact on unions and unionized employers

Tuesday, May 5

REGISTRATION: 7:30 – 8:30 A.M.

MORNING SESSION: 8:30 A.M. TO 12:00 P.M.
GARY BAINBRIDGE AND KEVIN WILSON

The Year's Top Accommodation Cases

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

AFTERNOON SESSION: 1:15 TO 4:30 P.M.
MARCUS DAVIES AND JANA LINNER

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

How arbitrators, tribunals and the courts continue to award significant damage awards and other remedies in accommodation cases.

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

New cases on the challenges of accommodating employees with drug and alcohol addictions.

Wednesday, May 6

MORNING SESSION: 8:30 A.M. TO 12:00 P.M.
SUSAN BARBER AND CRYSTAL NORBECK

Handling Medical Information in Accommodation Cases: A Checklist for Unions and Employers

Steps for employers and unions to follow when medical information is required in support of an employee's accommodation claim, from the first day of absence to a full return to work.

When Seniority Rights Collide with the Duty to Accommodate

How to strike a balance between the rights of an accommodated employee and the seniority rights of co-workers in the context of vacancies, bumping, layoff, and displacement of incumbents.

Accommodating Religion: New Cases and New Insights for Unions and Employers

New cases shed light on the duty to accommodate an employee's religion, including accommodating requests for alternative dress, shift changes, breaks and holidays.

Pay and Benefit Entitlements for Accommodated Employees

Calculation of pay, service and seniority-related benefits for employees during temporary and permanent accommodations.

AFTERNOON SESSION: 1:15 TO 3:00 P.M.

Accommodation Allowed... or Denied?

Labour arbitrators offer instant rulings on accommodation grievances presented by union and management counsel.

GUEST ARBITRATORS: BETH BILSON, SHEILA DENYSIUK AND BRIAN KENNY

COUNSEL: ROBERT FROST-HINZ, BRENT MATKOWSKI, HEATHER ROBERTSON AND KEIR VALLANCE

Your Presenters

Gary Bainbridge, Q.C.

Union Counsel
Bainbridge Jodouin
Cheecham
Saskatoon

Susan Barber, Q.C.

Employer Counsel
McDougall Gauley LLP
Regina

Beth Bilson, Q.C.

Labour Arbitrator and
Mediator
Saskatoon

Marcus Davies

Barrister, Solicitor and
Mediator
Saskatoon

Sheila Denysiuk, Q.C.

Arbitrator and Mediator
Hnatyshyn Gough
Saskatoon

Robert Frost-Hinz

Employer Counsel
MLT Aikins LLP
Saskatoon

Brian Kenny, Q.C.

Labour Arbitrator
and Mediator
Regina

Jana Linner

Employer Counsel
MLT Aikins LLP
Regina

Brent Matkowski

Employer Counsel
MLT Aikins LLP
Saskatoon

Crystal Norbeck

Union Counsel
Gerrand Rath Johnson
Regina

Heather Robertson

Union Counsel
Gerrand Rath Johnson
Regina

Keir Vallance

Union Counsel
Bainbridge Jodouin
Cheecham
Saskatoon

Kevin Wilson, Q.C.

Employer Counsel
MLT Aikins LLP
Saskatoon



labour law online.ca
CENTRE FOR LABOUR-MANAGEMENT DEVELOPMENT



ATTENTION LAWYERS: This conference has been accredited by the Law Society of Saskatchewan for 11.5 Continuing Professional Development (CPD) hours.



CPHR: This conference has been accredited by the Chartered Professionals in Human Resources (CPHR) Saskatchewan for 11.5 CPHR Continuing Professional Development (CPD) Hours.