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UPCOMING EVENTS

The 2020 Accommodation Law Conference

Ottawa April 21 & 22
Saskatoon May 5 & 6
Edmonton May 13 & 14
Vancouver June 10 & 11
Winnipeg June 16 & 17

The 26th Annual Labour Law Review

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

ACCOMMODATIONS

A special guestroom rate of **\$209** (standard, single/double plus taxes) has been arranged for registrants at the **Westin Edmonton**, 10135-100 Street in downtown Edmonton.
Phone hotel reservation directly at **(780) 426-3636** 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 **May 6** 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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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



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

Wednesday, May 13

REGISTRATION: 7:30 – 8:30 A.M.

MORNING SESSION: 8:30 A.M. TO 12:00 P.M.
KRISTAN MCLEOD AND JOYCE MITCHELL

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.
DAN SCOTT AND JEAN TORRENS

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.

Thursday, May 14

MORNING SESSION: 8:30 A.M. TO 12:00 P.M.
DAMON BAILEY AND KAREN SCOTT

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?

GUEST ARBITRATOR: ROB GARDEN, QC

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

Your Presenters

Damon Bailey, Q.C.

Employer Counsel
McLennan Ross LLP
Calgary

Kristan McLeod

Union Counsel
Chivers Carpenter
Edmonton

Kara O'Halloran

Union Counsel
Chivers Carpenter
Edmonton

Karen Scott

Union Counsel
Seveny Scott
Edmonton

Jean Torrens

Employer Counsel
MLT Aikins LLP
Calgary

Rob Garden, Q.C.

Labour Arbitrator
and Mediator
Calgary

Joyce Mitchell

Employer Counsel
McLennan Ross LLP
Calgary

Dan Scott

Union Counsel
Seveny Scott
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