

The 2020

# ACCOMMODATION LAW CONFERENCE

Winnipeg

June 16 & 17, 2020

Victoria Inn



Learn what it takes to make informed accommodation decisions based on the latest developments in the law.

## Tuesday, June 16

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Registration: 7:30 – 8:30 a.m.

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

Cindy Lazar and Fred Thiessen

#### The Year's Top Accommodation Cases

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

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

Shandra Czarnecki and Bill Sumerlus

#### 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.

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## Presenters

Shandra Czarnecki – MLT Aikins LLP

Tracey Epp – Pitblado Law

A. Blair Graham – Labour arbitrator, Thompson Dorfman Sweatman

Keith LaBossiere – Thompson Dorfman Sweatman

Cynthia Lazar – Taylor McCaffrey LLP

Grant Mitchell – Labour arbitrator

William Sumerlus – Union counsel

Fred Thiessen – Tapper Cuddy

And more *TBA!*

## Wednesday, June 17

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

Tracey Epp and Keith LaBossiere

#### 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 an accommodation claim, from the first day of an employee's absence to a full return to work.

#### When Seniority Rights Collide with the Duty to Accommodate

How to strike a balance between the duty to accommodate 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 when triggered by 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.

Guest arbitrators: Blair Graham and Grant Mitchell

Counsel *TBA*

#### Accommodation Allowed...or Denied?

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

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The **SEMINAR BROCHURE** will be available online shortly.

## TO REGISTER

## [The 2020 Accommodation Law Conference](#)