

MANAGING THE WORKPLACE
LABOUR & EMPLOYMENT SEMINARS



Heenan Blaikie

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MANAGING THE WORKPLACE

LABOUR & EMPLOYMENT SEMINARS

Heenan Blaikie's Ontario Labour and Employment Group hosts a series of complimentary breakfast seminars throughout the year. These seminars are designed to help employers navigate the important developments and legislative updates in labour and employment, pensions and benefits, occupational health and safety (OHS) and workers' compensation, and privacy law. Each seminar is generally two hours with ample time for formal and informal Q&A with our lawyers and external speakers (in some cases).

In 2014, we will be hosting 11 breakfast seminars on a broad range of labour and employment issues. All seminars are complimentary for clients and friends of the firm.

Seminars will be held at Heenan Blaikie's Toronto office at 333 Bay St. on the 29th Floor. Participation is also available by live stream or teleconference.

If you have questions about Managing the Workplace, please contact Katie Loveland at torontorsvp@heenan.ca.

Seminars

- 4 **Thursday, February 20, 2014 7:45 A.M. - 10:00 A.M.**
[Workplace Drug and Alcohol Testing: Understanding the Limits](#)

- 5 **Thursday, March 27, 2014 7:45 A.M. - 10:00 A.M.**
[Criminal Negligence at Work: Chilling Liabilities and Practical Strategies](#)

- 6 **Thursday, April 17, 2014 7:45 A.M. - 10:00 A.M.**
[Handle with Care: Conducting Effective Workplace Investigations](#)

- 7 **Wednesday, April 30, 2014 7:45 A.M. - 10:00 A.M.**
[Labour Relations Update: Recent Cases and Legislative Changes \(Ontario and Federal\)](#)

- 8 **Thursday, May 8, 2014 7:45 A.M. - 10:00 A.M.**
[Hiring From Abroad: Immigration and Employment Matters for a Globally Mobile Workplace](#)

- 9 **Thursday, June 19, 2014 7:45 A.M. - 10:00 A.M.**
[Keeping Current: Hot Topics in Human Rights Law](#)

- 10 **Thursday, September 11, 2014 7:45 A.M. - 10:00 A.M.**
[Foolproofing Your Employee Terminations](#)

- 11 **Wednesday, September 24, 2014 7:45 A.M. - 10:00 A.M.**
[Concerns about Misconduct, Safety, Violence or Bullying in the Education Sector? Speak Up! You May Have a Legal Obligation to do so](#)
THIS WILL BE A LIVE STREAM BROADCAST ONLY

- 12 **Thursday, October 2, 2014 7:45 A.M. - 10:00 A.M.**
[Playing it Safe in 2014: Workers' Compensation Law Update](#)

- 13 **Thursday, October 30, 2014 7:45 A.M. - 10:00 A.M.**
[Recent Innovations: Taking the Tensions out of Pensions](#)

- 14 **Thursday, November 27, 2014 7:45 A.M. - 10:00 A.M.**
[Federal Sector Update](#)

managingtheworkplace.com is your online resource for seminars hosted by Heenan Blaikie's Ontario Labour and Employment Group. Updated regularly, you can:

- Get details on upcoming seminars
- Register for seminars online
- View videos and download materials from previous seminars
- Access our publications archive and find out more about Heenan Blaikie speakers

Workplace Drug and Alcohol Testing: Understanding the Limits

SEMINAR SUMMARY

Alcoholism and drug use are prevalent in Canadian society and extend into the workplace. Recent statistics show that 11% of Canadians admit to hazardous or harmful use of alcohol and to using marijuana, while 2% report using drugs other than cannabis (The Canadian Alcohol and Drug Use Monitoring Survey). Ensuring that employees work unimpaired is a complex challenge for employers. On the one hand, legislation places a heavy burden on employers to safeguard the health and safety of their employees and the general public, while on the other, workers have considerable human rights and privacy protections which can allow them to resist drug and alcohol testing.

The law on workplace drug and alcohol testing is constantly evolving. Come hear our expert panel discuss the current state of the law and offer practical strategies on how to make your workplace drug and alcohol free.

SPEAKERS



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DATE
Thursday, February 20, 2014

TIME
7:45 A.M. - 10:00 A.M.

LOCATION
Bay Adelaide Centre, 333 Bay Street

Criminal Negligence at Work: Chilling Liabilities and Practical Strategies

SEMINAR SUMMARY

Ten years have passed since Bill C-45 amended the *Criminal Code* to make it easier for organizations to be charged and convicted of criminal negligence, and to impose a new duty requiring every person directing the work of another, to take reasonable steps to prevent harm from that work. In that time, the OHS enforcement environment has changed profoundly. New health and safety requirements have been enacted, sentences imposed in relation to workplace accidents have reached new heights, and, in a series of high-profile cases, individuals and corporations have been charged and convicted of criminal negligence following workplace incidents. This increasingly complex and changing enforcement environment makes it crucial for organizations, managers, directors and officers to understand the risk of criminal negligence at work, and to implement proactive strategies to mitigate the risk of criminal prosecution and conviction into their programs for managing workplace safety risk.

In this seminar, we will discuss:

- Recent cases and how criminal law risks facing individual workers, supervisors, directors and officers, and organizations have evolved in the ten years since Bill C-45 amended the *Criminal Code*
- Trends in sentencing and the implications of the recent decision in *R. v. Metron Construction Corporation*, including the comments of the court on: corporate criminal liability based solely on the conduct of on-site supervision, the approach to sentencing organizations for criminal negligence and the potential for sentencing organizations into bankruptcy
- The efforts of organized labour to advocate for more criminal investigations and more liberal use of the criminal negligence provisions of the *Criminal Code* after workplace incidents and accidents
- Specific risk management considerations and strategies to reduce the risk of criminal prosecution and conviction that will be of interest to business owners, senior managers, corporate counsel, safety managers and human resources professionals

SPEAKERS



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DATE

Thursday, March 27, 2014

TIME

7:45 A.M. - 10:00 A.M.

LOCATION

Bay Adelaide Centre, 333 Bay Street



Handle with Care: Conducting Effective Workplace Investigations

SEMINAR SUMMARY

Sophisticated employers and human resources professionals know the value of a timely, thorough and properly conducted investigation. An effective investigation reduces the chance of subsequent litigation and increases the prospect of success should an employer's decision be challenged. However, adjudicators are increasingly expecting employers who conduct investigations to "get it right". In the human rights context in particular, an employer may have a procedural duty to conduct a proper investigation and can face liability if it fails to do so. It is not enough to merely do the right thing; how one gets there is equally important.

In this interactive session, we will share practical tips to ensure that you are equipped with the tools necessary to conduct a proper investigation, including:

- Different approaches for different types of investigation
- Who should conduct the investigation?
- Investigation techniques: physical evidence, interviews, document review, *etc.*
- How to deal with "he says, she says"
- Common pitfalls and how to avoid them
- Effective documentation and reporting
- Communicating results of an investigation

SPEAKERS



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DATE
Thursday, April 17, 2014

TIME
7:45 A.M. - 10:00 A.M.

LOCATION
Bay Adelaide Centre, 333 Bay Street

Labour Relations Update: Recent Cases and Legislative Changes (Ontario and Federal)

SEMINAR SUMMARY

We are currently experiencing a period of significant change in the labour relations landscape. Economic pressure, technological advances and legislative amendments have combined to force major shifts in the way unions and employers deal with each other, both in the workplace and at the bargaining table...and more change may be on the horizon.

In this seminar, we will explore what employers need to know about:

- Recent and proposed legislative changes in Ontario and the Federal sector
- Significant arbitration awards and court cases from the past year
- Recent developments in areas of concern to employers, including:
 - Dealing with drug and alcohol addictions
 - Accommodating disabilities
 - Employee privacy rights

SPEAKERS



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DATE

Wednesday, April 30, 2014

TIME

7:45 A.M. - 10:00 A.M.

LOCATION

Bay Adelaide Centre, 333 Bay Street



Hiring From Abroad: Immigration and Employment Matters for a Globally Mobile Workplace

SEMINAR SUMMARY

The number of temporary foreign workers in Canada has skyrocketed over the last several years. Employers across Canada are now hiring more than 200,000 foreigners a year to work with their companies on a temporary basis and there are over 500,000 temporary foreign workers in Canada at any given time. Temporary work permits provide excellent opportunities for desired employees to secure permanent residency.

At the same time, the rules and regulations surrounding the hiring of temporary foreign workers have become increasingly complex as have the consequences for non-compliance with the rules. Furthermore, human rights legislation in Ontario and across Canada has increasingly focused on foreign workers and their status, including the terms of their employment.

In this seminar, we will provide a comprehensive review of the employment, immigration and human rights law relating to the hiring of foreign workers, including a discussion on:

- An update on the immigration rules relating to the hiring of temporary foreign workers
- Recent changes to the Temporary Foreign Worker Program and the rules of Human Resources and Skills Development Canada
- Key employment law issues in the hiring of foreign workers including:
 - Recruitment, hiring and termination considerations
 - How to design relocation agreements and policies
- Human rights law and hiring of foreign workers

SPEAKERS



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DATE
Thursday, May 8, 2014

TIME
7:45 A.M. - 10:00 A.M.

LOCATION
Bay Adelaide Centre, 333 Bay Street

Keeping Current: Hot Topics in Human Rights Law

SEMINAR SUMMARY

The new millennium has brought dramatic change to the modern workplace. The human rights issues that employers now face are becoming increasingly complex and litigious. What's more, human rights tribunals and labour arbitrators are subjecting employers to an exacting level of scrutiny.

Stay ahead of the curve by joining us for a discussion on how to properly respond to these emerging issues, which include:

- Mental illness in the workplace
- Gender identity and gender expression
- Competing human rights claims
- Family status accommodation
- Legality of Canadian job experience as a hiring requirement

SPEAKERS



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DATE

Thursday, June 19, 2014

TIME

7:45 A.M. - 10:00 A.M.

LOCATION

Bay Adelaide Centre, 333 Bay Street



Foolproofing Your Employee Terminations

SEMINAR SUMMARY

Terminating an employee is never an easy task, particularly from a legal perspective. Ensuring that terminations are properly planned and conducted is an essential piece of any organization's risk management portfolio. Getting it "wrong" can result in significant exposure to additional damages and/or a human rights complaint. In the worst case scenario, it can also cause the employer to step into the shoes, and take on the liability, of an insurer.

In this seminar, we will review strategies and best practices to "foolproof" your employee terminations, including:

- Drafting enforceable termination provisions
- Minimizing risk associated with fringe benefits and other compensation
- Preparing the termination documents
- Conducting the termination meeting

SPEAKERS



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DATE
Thursday, September 11, 2014

TIME
7:45 A.M. - 10:00 A.M.

LOCATION
Bay Adelaide Centre, 333 Bay Street

Concerns about Misconduct, Safety, Violence or Bullying in the Education Sector? Speak Up! You May Have a Legal Obligation to do so

THIS WILL BE A LIVE STREAM BROADCAST ONLY

SEMINAR SUMMARY

Those involved in the school environment have legal obligations to report various matters and incidents to competent authorities. This seminar will address instances in which parties such as teachers, educators, principals and school boards have a duty to report various activities, including criminal charges, professional misconduct, safety, violence and bullying. Whether the report is to be made to a governmental Ministry, the Children's Aid Society, the police, the Ontario College of Teachers, the College of Early Childhood Educators or otherwise, we will provide attendees with useful tools and information to help you better understand your legal obligations and put them into practice with the objective of helping you avoid running afoul your duty to report.

SPEAKERS



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DATE

Wednesday, September 24, 2014

TIME

7:45 A.M. - 10:00 A.M.

LOCATION

Live Stream Broadcast



Playing it Safe in 2014: Workers' Compensation Law Update

SEMINAR SUMMARY

Workplace injuries and illnesses often present complex, costly and difficult challenges for employers. Join us as our expert panel discusses current trends and recent developments in workers' compensation law. We will provide useful and practical strategies to help you control costs and manage claims, appeals and return to work.

SPEAKERS



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DATE

Thursday, October 2, 2014

TIME

7:45 A.M. - 10:00 A.M.

LOCATION

Bay Adelaide Centre, 333 Bay Street

Recent Innovations: Taking the Tensions out of Pensions

SEMINAR SUMMARY

In the current economy, employers, regulators and governments are looking at different methods of supporting the retirement promise. This seminar will examine recent innovations in retirement savings, and explain when an employer may take advantage of these new tools.

Examples of these innovations include:

- The pooled registered pension plan introduced by the federal government and adopted by some provinces
- Shared risk plans, a model put in place by the New Brunswick government
- The new plan put in place by the FTQ in Quebec
- Enhanced CPP
- Group TFSAs (tax-free savings accounts)
- Defined contribution plans in place of multi-employer pension plans

SPEAKERS



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DATE

Thursday, October 30, 2014

TIME

7:45 A.M. - 10:00 A.M.

LOCATION

Bay Adelaide Centre, 333 Bay Street



Federal Sector Update

SEMINAR SUMMARY

Many federal industries are facing challenges associated with adapting to a new economy. At the same time, the federal labour and employment realms are changing rapidly. In our Federal Sector Update, we will discuss recent changes to the federal landscape and will highlight how employers can adjust to the legal and practical changes underway in the federal sphere.

Specific topics will include:

- A general case law update
- Union mergers and what they means for employers
- Developments in collective bargaining and the regulation of work stoppages
- Legislative changes

SPEAKERS



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DATE

Thursday, November 27, 2014

TIME

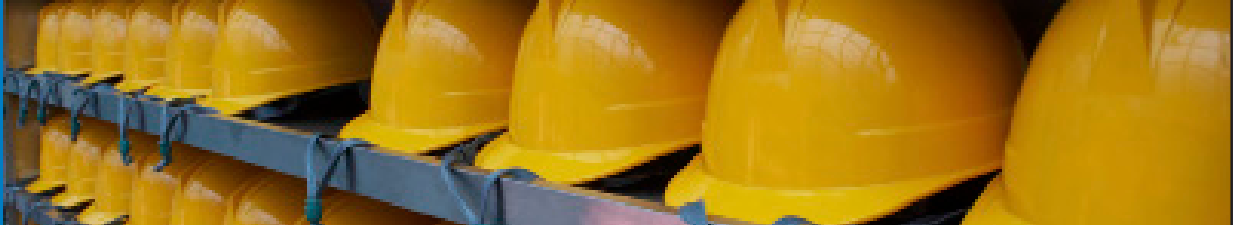
7:45 A.M. - 10:00 A.M.

LOCATION

Bay Adelaide Centre, 333 Bay Street

Workplacewire.ca

Connecting Employers to Developments in Labour, Employment & Pension Law



Get the latest news and views from one of Canada's top Labour, Employment & Pension teams!*

Workplace Wire connects employers to the latest developments in Ontario and Federal workplace law. A collaborative blog written by members from Heenan Blaikie's national Labour and Employment Group, *Workplace Wire* offers employers:

- Current news from all facets of labour, employment and pension law in a client-focused approach
- Regular legislation updates, legal commentary and practical resources
- Insightful information that will interest both public (municipal, provincial and federal levels of government) and privately owned companies and institutions; school boards and the health care sector
- The latest developments on progressive practices in areas such as pay equity, human rights, workers' compensation and health and safety

For more information, please visit workplacewire.ca

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