Labour Law Essentials
Labour & Employment Law | Young Lawyers Division

Date: Wednesday, October 15, 2014 | 1:00 pm - 5:00 pm
Location: Twenty Toronto Street Conferences and Events
20 Toronto Street, 2nd Floor, Toronto

Program Chairs:
Inna Koldorf, Koldorf Stam LLP
Ryan P. Wozniak, Stancer, Gossin, Rose LLP

This program contains 0.75 Professionalism Hours
This program is eligible for up to 3.25 Substantive Hours

Establish your foundation in labour law with this essential program. Whether you are employer or union counsel, gain the critical knowledge to navigate your next labour file with confidence. Learn from our esteemed faculty of experienced labour lawyers, as they share tried and tested strategies for excellence. If you are new to the field of labour law, or are looking to brush up on the fundamentals, this program is for you!

12:30 pm Registration and Coffee
1:00 pm Welcome and Introductory Remarks
1:05 pm Navigating the Preliminary Issues in Grievance Arbitrations
Lisa C. Cabel, Borden Ladner Gervais LLP
- The pros and cons of union representation at disciplinary meetings
- Clarifying the Arbitrator’s jurisdiction
- The importance of timeliness for filing and referring a grievance
- Consequences and remedies for failure to follow all steps in the grievance procedure
- Helpful strategies for production, particulars and excluding witnesses
- Making the most of an agreed statement of facts

1:45 pm Efficient and Effective Grievance Arbitration Preparation
Sonia Regenbogen, Mathews, Dinsdale & Clark LLP
- Best practices for fact gathering
- Mastering evidence in the age of social media
- Practical and ethical approaches for interviewing and preparing witnesses
- Conducting examinations at the arbitration and dealing with the runaway witness
- How to perfect your oral argument

2:30 pm Exploring Common Proceedings before the Ontario Labour Relations Board
Andrea K. Bowker, Koskie Minsky LLP
What are the challenges, differences and universal elements of various proceedings before the Ontario Labour Relations Board? Get essential guidance on how to maximize your effectiveness in the most common proceedings, including:
- Construction grievance arbitrations
- Related employer/sale of business applications
- Certification applications
- Unfair labour practice complaints
- Duty of fair representation/referral

3:15 pm Networking Break
3:30 pm How to Handle Settlements and Unanticipated Surprises at the Hearing
Sean McFarling, Sean McFarling Barrister & Solicitor
- Drafting on the spot: expert advice for when you need to draft documents in the middle of a hearing
- Key settlement considerations, including who are the parties to settlement, what are the tax considerations and how do you ensure your settlement is enforceable?
- Practical advice for “rolling with the punches” during a hearing

4:00 pm The Pros’ Perspectives: Union, Employer and Arbitrator Insights on Current Issues
Dennis Ellickson, Caley Wray
Barry B. Fisher, Barry B. Fisher, Barrister, Arbitrator & Mediator
Julie A. O’Donnell, Shields O’Donnell Mackillop LLP
Brian G. Wasyliw, Sherrard Kuzz LLP
- Making sense of disability management in the unionized environment
- Tried and tested techniques for advising union and employer clients on certification applications
- How to handle social media, employee misconduct and the union
- Practical advice on appearing before the OLRB
- Managing client expectations in labour proceedings

4:50 pm Questions and Closing Remarks
5:00 pm Program Concludes