

Hot Topics & Key Updates in Labour & Employment Law

Labour & Employment Law



In-Person



Webcast

Date: Wednesday, September 30, 2015
9:00 am to 1:00 pm

Location: The London Club
177 Queens Avenue, London, ON, N6A 1J1

Program Chair: **Margaret Szilassy**, Hicks Morley Hamilton Stewart
Storie LLP



This program is eligible for up to 4 Substantive Hours

What are the latest hot topics in employment law? Join us for this key program to get up-to-date on new caselaw and legislative developments. Get critical insights to stay ahead in your field, and essential expertise to confidently advise your employer, employee and union clients.

Register now to secure your spot.

8:30 am Registration and Coffee

9:00 am Welcome and Opening Remarks

9:05 am **Recent Developments in Social Media Use
& The Workplace**

Ron LeClair, Filion Wakely Thorup Angeletti LLP

- Exploring the scope of an employer's ability to discipline employees for "off duty" misconduct
- When does the *Human Rights Code* apply to off duty social media conduct?
- Best practices for drafting effective social media policies
- Social media investigations: How they differ from traditional investigations and critical advice for preserving social media evidence

9:50 am **Preventing and Remediating Workplace Discrimination,
Harassment and Violence**

Jodi Gallagher Healy, Hicks Morley Hamilton Stewart
Storie LLP

In light of the *Gomeshi* case, WSIAT Decision No. 2157/09 and the Ontario government's recent sexual harassment prevention initiatives, psychological health and safety issues continue to gain profile in the workplace. Find out:

- What these developments mean for employee rights, employer obligations and workplace best practices.
- How decision makers have shifted the approach to discipline and termination for discrimination, personal harassment and workplace violence over time.
- What lessons can be learned from recent cases.

10:35 am Networking Break

10:50 am **Drafting Enforceable Termination Provisions and
Restrictive Covenants**

Sarah Low, McKenzie Lake Lawyers LLP

- What you need to know about recent caselaw
- Practical drafting strategies to increase enforceability

11:20 am **Your Essential Update: Key Cases and Legislative Changes**

Lorraine Por, Harrison Pensa LLP

- Get the critical insights you need on the implications of the latest decisions, including good faith obligations post-*Bhasin*, constructive dismissal post-*Potter* and *Bolibruck* and reasonable notice periods post-*Kotecha*
- The impacts of Bill 18's amendments and Bill 109's proposed amendments to various workplace laws, from the *ESA* to the *WSIA*
- Change on the horizon: LTD benefits insurance, the Ontario Retirement Pension Plan and the Ontario government's consultation re: changes to legislation to reflect the "changing nature of the modern workplace"

12:05 pm **What's New in Workplace Privacy?**

Jennifer Costin, Siskinds LLP

Michael Klug, Watson Jacobs McCreary LLP

- Clarifying when an employer can use video surveillance, GPS technology, biometrics or drug "sniffer" dogs
- When will damages be awarded for breach of privacy?

12:50 pm Questions and Concluding Remarks

1:00 pm Program Concludes

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