

Employment Law Fundamentals

Labour & Employment Law / Young Lawyers Division



In-Person



Webcast

Date: Friday, April 3, 2020 | 9:00 am to 1:00 pm

Location: OBA Conference Centre
20 Toronto Street, 2nd Floor, Toronto

Program Chairs: **Christopher Achkar**, Achkar Law
Behzad Hassibi, Israel Foulon LLP



Substantive Hours: This program is eligible for up to **4h 00m**

Client service is fundamental to building your practice. Ensure you have the tools and skills to get off on the right foot with your employment law client and maintain that trajectory. Our faculty of experienced employee and employer counsel share their expert insight on effectively administering the employment law file by addressing employment agreements, managing employment relationships, and the issue of termination. In addition, benefit from an invaluable roundtable on hot topics in employment law. Delving into these topics will help you to skillfully advise your client on navigating human resources management from a legal perspective. Attend to receive an essential overview of the most common issues involved when handling key turning points in hiring and firing with this essential program.

Register now to secure your spot. We look forward to seeing you there!

8:30 am	Registration and Coffee	12:00 pm	Hot Topics in Employment Law Christopher Robertson , Morrison Brown Sosnovitch LLP Muneeza Sheikh , Levitt LLP Hear the newest insight from employer and employee counsel regarding: <ul style="list-style-type: none">• Bonus entitlement during the reasonable notice period: <i>Matthews v. Ocean Nutrition Canada Ltd.</i>• Enforceability of arbitration clauses: <i>Heller v. Uber</i>• Cannabis in the workplace
9:00 am	Welcome and Opening Remarks	12:45pm	Questions and Closing Remarks
9:05 am	Commencing Employment Relationships Nhi Huynh , Achkar Law Stefan Rosenbaum , Singh Lamarche LLP <ul style="list-style-type: none">• Benefits of written employment agreements• Key clauses in employment contracts• Employment policies• Drafting best practices	1:00 pm	Program Concludes
9:50 am	Common Issues in Managing Employment Relationships Asha Rampersad , Bernardi Human Resource Law LLP Nadia Zaman , Rudner Law <ul style="list-style-type: none">• Harassment and violence in the workplace• <i>Human Rights Code</i> and duty to accommodate• Common <i>Employment Standards Act</i> issues• Disability, parental and other kinds of leave		
10:45 am	Networking Break		
11:00 am	Terminating Employment Relationships Richard Appiah , Appiah Law Professional Corporation Inna Koldorf , Miller Thomson LLP <ul style="list-style-type: none">• Without cause terminations<ul style="list-style-type: none">◦ Contractual entitlements vs. common law notice• Just Cause<ul style="list-style-type: none">◦ What is just cause◦ Just Cause vs. Wilful misconduct◦ Effective use of progressive discipline• Constructive Dismissal<ul style="list-style-type: none">◦ Two-branch SCC test◦ Workplace harassment and constructive dismissal◦ Practical strategies for advising your client		

PROGRAM REGISTRATION IS ONLINE www.oba.org/pd

Questions? pd@oba.org