

Labour Law Basics

Labour & Employment Law / Young Lawyers Division



Webcast

Date: Tuesday, November 17, 2020 | 9:00 am to 1:00 pm

Location: Webinar

Agenda: 9:00 am Webinar Commences
1:00 pm Webinar Concludes



Professionalism Hours: This program contains a total of 0 hours and 45 minutes

Substantive Hours: This program contains 3 hours and 15 minutes

The OBA has been approved as an Accredited Provider of Professionalism Content by The Law Society of Ontario.

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!

Register now to secure your spot.

Program Chairs: **Justin P'ng**, Fasken
Rachel Sachs, Sachs Law Professional Corporation

9:00 am Welcome and Introductory Remarks

11:15 am Networking Break

9:05 am **Navigating the Preliminary Issues in Grievance Arbitrations**

Alycia Shaw, Labour Relations Counsel,
Air Line Pilots Association, International

- The importance of union representation at disciplinary meetings
- Clarifying the Arbitrator's jurisdiction
- Critical issues in timeliness for filing and referring a grievance
- Remedies for failure to follow all steps in the grievance procedure
- Helpful strategies for production, particulars and excluding witnesses
- Pros and cons of an agreed statement of facts

11:30 am **How to Handle Settlements and Unanticipated Surprises at the Hearing**

Ken Stuebing, CaleyWray Lawyers

- 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 hearing

9:45 am **Efficient and Effective Grievance Arbitration Preparation**

Karen M. Sargeant, Fasken

- 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

12:00 pm **The Pros' Perspectives: Union, Employer and Arbitrator Insights on Current Issues**

Herbert H.B. Law, Mathews, Dinsdale & Clark LLP

Christine Schmidt, Arbitrator and Mediator

Georgina Watts, Morrison Watts

- Mediation – Arbitration
- Client relations and difficult clients
- Determining who the client is and who to take instructions from
- Multiple grievances/issues

12:50 pm Questions and Closing Remarks

1:00 pm Program Concludes

10:30 am **Exploring Common Proceedings before the Ontario Labour Relations Board**

Gita Anand, Miller Thomson LLP

Laurie Kent, 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

www.oba.org/pd
Questions? pd@oba.org