

## 19<sup>th</sup> Annual Current Issues in Employment Law

### Labour and Employment Law Section



Webcast

**Date:** Tuesday, May 18, 2021 | 9:00 am – 4:00 pm

**Location:** Zoom Webinar

**Program Chairs:** Arleen Huggins, Koskie Minsky LLP  
Lorenzo Lisi, Aird & Berlis LLP



**Substantive Hours:** This program is eligible for up to 4h 30m

**Professionalism Hours:** This program contains 1h 30m

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

Back for its 19<sup>th</sup> year, Current Issues in Employment Law is your comprehensive guide for staying up-to-date in the field of employment law. 2020 was a year like no other in the employment law field with new jurisprudence concerning terminations, statutory amendments, new accommodation considerations and an increased focus on online practice. Join our expert faculty who will help you navigate the challenges of interpreting the law, and structuring proactive and practical advice. Whether you represent employees or management, are new to the field, a seasoned lawyer, in-house counsel, or a human resources professional, this event is for you! Grow your expertise and ensure you have the knowledge you need to confidently advise your clients in today's employment environment.

9:00 am	Welcome and Opening Remarks	• Amending current employment agreements and structuring incentive payments
9:05 am	<b>The future of Virtual Platforms in Employment Litigation</b> <b>Joy Noonan</b> , APTUS Conflict Solutions Inc. <b>John Westdal</b> , APTUS Conflict Solutions Inc.	12:00 pm Lunch
	<ul style="list-style-type: none"> <li>• Mediations online - fully or hybrid models</li> <li>• “You’re on Mute” - Striving for Online Excellence</li> </ul>	1:00 pm <b>Addressing Mental Health in the Workplace</b> <b>Lorenzo Lisi, Aird &amp; Berlis LLP</b> <b>Dr. Thomas Ungar</b> , Psychiatrist-in-Chief, Mental Health & Addictions Service, Unity Health Toronto – St. Michael’s Hospital
9:45 am	<b>The Pandemic and Beyond: Current Issues and Future Impact</b> <b>Esi Codjoe</b> , Turnpenny Milne LLP <b>Priya Sarin</b> , Sherrard Kuzz LLP	<ul style="list-style-type: none"> <li>• Constructive Knowledge and the process of Accommodation</li> <li>• Challenges concerning medical documentation in support of disability</li> </ul>
	<ul style="list-style-type: none"> <li>• Family Status Accommodation For the Remote Workplace and Repatriation of the Workforce</li> <li>• Litigation impact of layoffs and terminations during and caused by COVID-19 and Constructive Dismissal</li> </ul>	1:45 pm <b>Vaccinations in the Workplace</b> <b>John Illingworth</b> , Mathews Dinsdale & Clark LLP <b>Ernie Schirru</b> , Koskie Minsky LLP
10:25 am	Mental Health Break	<ul style="list-style-type: none"> <li>• Can employers require employees and other workplace participants to be vaccinated?</li> <li>• Suggestions on vaccination policies and protocols</li> <li>• Differential treatment based on vaccination status</li> <li>• Mandatory reporting of vaccination status</li> </ul>
10:40 am	<b>Sale of Business and employment issues relating to employment law</b> <b>Nancy Ramalho</b> , Stikeman Elliot LLP <b>David Whitten</b> , Whitten & Lublin PC	2:45 pm Mental Health Break
	<ul style="list-style-type: none"> <li>• How to structure and when to make offers of employment</li> <li>• What liabilities will continue to flow through to Buyers</li> <li>• What has been the impact of COVID in the context of a sale of a business</li> <li>• Differing sides of a scenario</li> </ul>	3:00 pm <b>Practical Ethical Issues in Employment Law</b> <b>Arleen Huggins</b> , Koskie Minsky LLP <b>Lorenzo Lisi</b> , Aird & Berlis LLP
11:20 am	<b>Waksdale and Oceans Nutrition Update</b> <b>Frank Cesario</b> , Hicks Morley Hamilton Stewart Storie LLP <b>Janine Liberatore</b> , Hunter Liberatore Law LLP	4:00 pm Webinar Concludes
	<ul style="list-style-type: none"> <li>• Invalidity of termination provisions in employment agreements and what that means</li> <li>• Incentive compensation and the termination of employment</li> </ul>	

**PROGRAM REGISTRATION IS ONLINE** [www.oba.org/pd](http://www.oba.org/pd)

Questions? [pd@oba.org](mailto:pd@oba.org)