

20th Annual Current Issues in Employment Law

Labour and Employment Law Section



In-Person



Webcast

Date: Wednesday, April 27, 2022 | 9:00 am to 4:00 pm

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

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



This program is eligible for up to 5.0 hours of Substantive content and 1.0 hours of EDI

Now, in its 20th year, Annual Current Issues in Employment Law is your comprehensive guide for staying up-to-date in the field of employment law.

Perhaps more than any other practice area, 2021 was a year like no other. The pandemic created a host of new issues for employment lawyers, from statutory amendments and mandatory vaccinations to accommodation and constructive dismissal. At the same time, the courts continued to interpret employment matters which have had a fundamental impact for employers and employees.

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

- Critical updates to "reasonable notice" periods

9:05 pm **Pandemic Update: Where Are We Now, and Where Are We Going?**

Kate McNeill-Keller, McCarthy Tetrault LLP
Lai-King Hum, Hum Law Firm

- The latest case law updates and developments
- Mandatory vaccination policies and procedures, including what "fully vaccinated" now means
- Key considerations and developments in human rights, privacy and occupational health and safety law
- The Infectious Disease Emergency Leave and its impact on constructive dismissal claims

10:25am Health Break

10:40am **Absenteeism and Attendance Management**

Amy Tibble, Hicks Morley Hamilton Stewart Storie LLP
Paul Willetts, Vey Willetts LLP (Ottawa)

- Frustration of Contract and disability insurance considerations
- Reasonable accommodation, including child-care and mental health related requests

9:45am **Update on Enforceability of Termination Provisions in Employment: *Waksdale* and Beyond?**

David Silver, Koskie Minsky LLP
Daria (Dasha) Peregoudova, Aird & Berlis LLP

- Key judicial decisions since *Waksdale*
- The impact on the employment bar and practice tips for enforceability

11:20am **Critical Legislative Changes and Reforms You Need to Know**

Ruben Goulart, Goulart Workplace Lawyers (Oakville)

- Round up of *Employment Standards Act* amendments, including right to disconnect policies, and restricting the use of non-competition agreements
- Recent legislative changes to sick and bereavement leaves under the *Canada Labour Code*

PROGRAM REGISTRATION IS ONLINE www.oba.org/pd

Questions? pd@oba.org



11:50am Questions

12:00 pm Lunch

1:00pm **Succeeding at Mediation and Making the Most of the Process**

Stuart Rudner, Rudner Law

Kumail Karimjee, Karimjee Resolutions

- What to expect in a mediation
- Helpful insight and practice tips on preparing for mediation
- Considerations for navigating mediation for human rights
- Ethical considerations in dealing with self-represented litigants

1:45pm **Executive Compensation**

Natalie MacDonald, MacDonald & Associates

Ryan R. Watkins, Whitten & Lublin

- Key cases and core principles
- Best practices for effective drafting

2:45 pm Health Break

3:00pm **Diversity and Inclusion in the Workplace**

Angela Swan, Aird & Berlis LLP

Njeri Sojourner-Campbell, Hicks Morley Hamilton Stewart

Storie LLP

- Unconscious bias and discrimination
- Misgendering and improper pronoun use
- Systemic challenges

4:00pm Program Concludes

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