

Labour Law Basics

Labour & Employment Law/Young Lawyers Division



In-Person



Webcast

Date: Thursday, November 24, 2022 | 9:00 am to 1:00 pm

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

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



This program contains:
0hr 45m of Professionalism Content
3hr 15m of Substantive Content

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: **Meg Atkinson**, Kastner Lam LLP
Natalie Garvin, Filion Wakely Thorup Angeletti LLP

9:00 am Welcome and Introductory Remarks

9:05 am **Navigating Preliminary Issues in Grievance Arbitrations**
Alycia Shaw, Airline Pilots Association, Int.

Margaret-Marie Steele, Innovative Client Services Dep.

- Union representation at disciplinary meetings
- Clarifying jurisdiction
- Timelines in filing and referring a grievance
- Remedies for failing to follow all the steps in the grievance procedure
- Helpful strategies for production, particulars, and exclusion of witnesses
- Pros and cons of an agreed statement of facts

9:45 am **Efficient and Effective Grievance Arbitration Preparation**
Jessica Fay, Coca-Cola Canada Bottling Limited

Yu Sung Soh, LiUNA Ontario Provincial District Council

- Best practices for gathering facts
- 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 a runaway witness
- How to perfect your oral argument

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

Kamal Bakhazi, Koskie Minsky LLP

Jeffrey A. Stewart, Sherrard Kuzz LLP

- Understanding the challenges, differences, and universal elements in various OLRB proceedings

- Related employer/sale of business applications
- Certification applications
- Unfair labour practice complaints
- Duty of fair representation/referral

11:15 am Refreshment Break

11:30 am **Hearing Advocacy and Settlement Agreements**

Brian MacDonald, Filion Wakely Thorup Angeletti LLP
Aleisha Stevens, CaleyWray Lawyers

- Advocacy tips and thinking on your feet
- Embracing technology in virtual hearings
- Best practices in drafting settlements
- Key settlement considerations, including identifying the parties, understanding the tax implications, confidentiality provisions, and enforceability

12:10 pm **The Pros' Perspectives: Union, Employer and Arbitrator Insights on Current Issues**

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

Danna Morrison, Ontario Labour Relations Board

Georgina Watts, Morrison Watts Labour and Employment Lawyers

Moderator: **Samia Hussein**, Canadian Media Producers Association

- Client relations and difficult clients
- Determining who the client is and who to take instructions from
- Dealing with multiple grievances/issues

12:55 pm Questions and Closing Remarks

1:00 pm Program Concludes

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