

Employment Law Fundamentals

Labour & Employment Law / Young Lawyers Division

Date: Monday, April 25, 2022 | 9:00 am to 12:00 pm

Location: Webinar

Agenda: 9:00 am Webinar Commences
12:00 pm Webinar Concludes



Webcast



Equality, Diversity and Inclusion (EDI) Professionalism

Hours: This program contains 45 minutes

Substantive Hours: This program contains 2 hours and 15 minutes

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

The field of employment law has experienced dramatic shifts over the past two years. Join us to ensure you have the tools and skills to meet the needs of today's employment law clients. Hear experienced employee and employer-side counsel share their expert insight on effectively administering employment law files by addressing employment agreements, managing employment relationships, and the issue of termination. In addition, you'll benefit from an invaluable discussion of critical EDI issues in the employment law context.

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

Program Chairs: **Jennifer Philpott**, Goulart Workplace Lawyers
Arlene Preddie, Preddie Law

9:00 am	Welcome and Opening Remarks	10:40 am	Terminating Employment Relationships Cassandra da Costa , Filion Wakely Thorup Angeletti LLP (London) Tina Lie , Paliare Roland Rosenberg Rothstein LLP (Toronto) <ul style="list-style-type: none">Without cause terminations<ul style="list-style-type: none">Contractual entitlements vs. common law noticeJust Cause<ul style="list-style-type: none">What is just causeJust Cause vs. Wilful misconductEffective use of progressive disciplineConstructive Dismissal<ul style="list-style-type: none">Understanding the two-branch testWorkplace harassment and constructive dismissalPractical strategies for advising your client
9:05 am	Commencing Employment Relationships Lai-King Hum , Hum Law Firm (Toronto) Cenobar Parker , Parker Sim LLP (Toronto) <ul style="list-style-type: none">Benefits of written employment agreementsKey clauses in employment contractsEmployment policiesDrafting key clauses – lessons learned about layoffs, constructive dismissal, and more	11:20 am	Critical Issues in Employment Law Nathaniel Marshall , Marshall Workplace Law (Toronto) Danielle Rawlinson , Monkhouse Law Employment Lawyers (Toronto) <ul style="list-style-type: none">Addressing systemic discrimination and Anti-Black Racism in the workplace
9:45 am	Managing Employment Relationships Gregory Ko , Kastner Lam LLP (Toronto) Stephanie V. Lewis , Dentons (Ottawa) <ul style="list-style-type: none">Harassment and violence in the workplace<i>Human Rights Code</i> and duty to accommodateCommon <i>Employment Standards Act</i> issuesDisability, parental and other kinds of leaveCOVID-19 mandates and the workplace	12:00 pm	Questions and Closing Remarks
10:25 am	Health Break		