

## Employment Law Fundamentals

*Labour and Employment Law Section / Young Lawyers Division*



In person    Webcast

**Date:** Friday, November 24, 2023 | 9:00 am to 12:00 pm

**Location:** OBA Conference Centre

**Agenda:**  
8:30 am Registration Desk Opens  
9:00 am Program Commences  
12:00 pm Program Concludes



**Professionalism Hours:** This program contains a total of 0.5 hour of professionalism content

**Substantive Hours:** This program contains 2.5 hours of substantive content

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

Enhance your knowledge of employment law with this essential program. Whether you represent employers or employees, are a seasoned practitioner or new to the field, this program will provide you with the valuable insights and updates you need to advise your client with confidence.

**Program Chairs:** **Nadia Zaman**, Rudner Law  
**Keagan Davis- Burns**, Cunningham Swan Lawyers

9:00 am    Welcome and Opening Remarks

9:05 am    **Commencing the Employment Relationship**  
**Saba Khan**, Saba Khan Law (Mississauga)  
**Mary Catherine Chambers**, Buset LLP (Thunder Bay)  
**Eytan Rip**, Nelligan Law LLP (Ottawa)

- Best practices in the hiring process
- Overview of the *Employment Standards Act*, including who is covered and who is not
- Practical tips on drafting and interpreting employment contracts: key clauses, policies versus agreement

11:20 am    **Professionalism and Emerging Issues**

**Ellen Low**, Ellen Low & Co. (Toronto)

**Alia S. Besharat**, Ogletree Deakins International LLP

- Managing client expectations, dealing with difficult clients
- Dealing with opposing counsel
- Working effectively with in-house counsel
- Negotiation strategies: dos and don'ts

11:55 am    Questions and Answers

12:00 pm    Program Concludes

9:45 am    **Managing the Employment Relationship**  
**Richa Sandill**, Don Valley Community Legal Services (Toronto)  
**Elizabeth Traynor**, Siskinds LLP (London)  
**Alex Treiber**, McCarthy Tétrault LLP (Toronto)  
**Hena Singh**, Singh Lamarche LLP (Toronto)

- Occupational health and safety compliance
- Human rights and the duty to accommodate
- Managing leave requests: sick leave, parental leave, disability leave, etc.
- Workplace investigations

10:25 am    **Refreshment Break**

10:40 am    **Terminating the Employment Relationship**  
**Maddie Axelrod**, Borden Ladner Gervais LLP (Toronto)  
**Miguel Mangalindan**, Monkhouse Law PC (Toronto)

- Without cause terminations: contractual entitlements versus common law notice
- Terminations for just cause: just cause versus wilful misconduct, effective use of progressive discipline
- Constructive dismissals: understanding the test, practical strategies for advising your client