

Employment Law Fundamentals

Young Lawyers Division

Labour and Employment Law Sections

Date: Thursday, January 22, 2026 | 9:00 am to 12:00 pm

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

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



Live In Person



Live Online



This program contains:
3h 00m 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 valuable insights and updates you need to advise your client with confidence. We have designed this session to help you be confident and develop your skills in employment law cases. Register now to secure your spot. We look forward to seeing you there!

Program Chairs: **Darryl Hiscocks**, Torys LLP
Jessica Byles-Nolet, Sicotte Guilbault LLP

9:00 am	Welcome and Opening Remarks	11:15 am	Professionalism and Best Practices Neena Gupta , Gowling WLG (Waterloo Region, Toronto) David A. Whitten , Whitten & Lublin PC <ul style="list-style-type: none">Civility between employment counselCompensation: benefits, pay stubs, incentive compensation, pensions and RRSPSMinutes and releasesVerifying wire transfer instructionsKey issues in taxationDismissal versus notice of discontinuance with prejudice
9:05 am	Commencing Employment Relationships <ul style="list-style-type: none">Best practices in the hiring process<i>Employment Standards Act</i> essentials, including who is covered and who is notPractical advice on drafting and interpreting employment contracts<ul style="list-style-type: none">termination provisionskey clausespolicies versus agreements	11:55 am	Questions and Concluding Remarks
9:45 am	Managing Employment Relationships <ul style="list-style-type: none">Occupational health and safety complianceHuman rights and the duty to accommodateManaging leave requestsWorkplace investigationsMandatory and optional Human Resources policiesCommon <i>Employment Standards Act</i> issues: overtime, vacation, hours of work, etc.	12:00 pm	Program Concludes
10:25 am	Networking Break		
10:35 am	Terminating Employment Relationships <ul style="list-style-type: none">Without cause terminations: statutory, contractual, and common law notice entitlementsTerminations for cause: just cause versus wilful misconduct, effective use of progressive disciplineConstructive dismissals: understanding the test, workplace harassment, practical strategies for advising your clientResignations: waiving notice, withdrawn resignations, and written requirements		