Calgary – October 29 | Edmonton – October 30

ALBERTA EMPLOYMENT LAW UPDATE 2019

Keeping Employers Up-to-Date with the Latest Developments in Employment and Labour Law.

EMPLOYERS' COUNSEL

MLT AIKINS LLP • MLTAIKINS.COM

MLT AIKINS

WESTERN CANADA'S LAW FIRM

ALBERTA EMPLOYMENT LAW UPDATE 2019

Workplace rules and best practices evolve continuously. Employers need to be aware of new developments in labour and employment law, regardless of what industry/sector you are in or how many employees you have. Effective human resource strategies depend on it.

This seminar will inform you of recent developments in the law and help you learn how to deal successfully with the issues they raise. The MLT Aikins Employment Law Update is designed for both non-unionized and unionized employers. We'll bring you up-to-date on changes to the rules and help you develop proactive human resources policies and strategies.

ON THE AGENDA

New Government, New Rules – Changes to Employment and Labour Legislation

- ☐ Provincial law changes – the pendulum swings back
- ☐ Federal law changes – significant changes effective in September
- ☐ How to prepare for upcoming amendments to labour and employment legislation

Employer's Guide to Difficult Accommodation Questions

- ☐ Several Tests for accommodating Family Status – which test should you use?
- ☐ Learn whether and how to accommodate Medical Cannabis
- ☐ The latest cases on accommodating Mental and Physical Disabilities and other protected grounds

Digitalization – Legal Challenges in the Rapidly Changing Workplace

- ☐ Legal considerations when changing ways of working through Technology
- ☐ Using Artificial Intelligence in the HR profession
- ☐ Union considerations for Technology Changes

Drug and Alcohol Testing Today

- ☐ Where are we at with Random Testing?
- ☐ Do Site Access and Pre-Employment Testing rules differ across Canada?
- ☐ Testing for legalized Cannabis and dealing with test results

It's Just Not Working Out – Managing Employee Terminations

- ☐ Hear about the latest cases on wrongful and constructive dismissal
- ☐ Trends in reasonable notice periods – are they going up?
- ☐ Terminating for just cause – is it ever worth it?

Open Forum

- ☐ Senior employment and labour lawyers answer your questions on any employment-related topic

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CPHR

6.5 CPD Hours

This session is pre-approved for 6.5 CPD hours by CPHR Alberta.

SPEAKERS

Kristal Allen is the former chief privacy officer to a large public company with operations across the globe. Kristal regularly advises employers regarding risk management and policy development related to data sharing, electronic documents, information assets and privacy. She has advised both private and public sector organizations extensively regarding health, employee and customer information privacy matters.

Megan Kheong advises employers in all aspects of employee relations, including the development of workplace agreements and policies, employment standards compliance, hiring, discipline and termination issues, injunctions for breach of non-competition/non-solicitation/confidentiality agreements, and human rights accommodation. She has appeared before all levels of Court in Alberta, and has experience with pre-trial hearings, applications, mediations, trial, arbitrations and Labour Relations Board Hearings.

Daniel Shapiro works with employers to help them avoid employment and labour disputes and defend claims relating to severance obligations, dismissal, and human rights when disputes prove unavoidable. He advises employers with respect to managing the workplace, including, hiring and termination issues, employee management and discipline, employment standards compliance, competition issues, and human rights compliance. Daniel also carries on a general civil litigation practice focused on construction and insurance disputes.

Jean Torrens acts as a strategic partner with human resources and business leaders to manage complex legal situations involving employees and unions. She has extensive experience acting for management in conducting collective bargaining, advising on discipline and terminations, navigating challenging human rights situations, investigating harassment complaints and defending employers facing litigation. She helps employers proactively address medical and recreational cannabis issues, and supports employers responding to urgent OH&S situations.

Lynsey Gaudin focuses her practice on labour and employment, as well as human rights matters. Lynsey advises employers on collective agreement interpretation, workplace policies, discipline and discharge, and employment contracts. Lynsey provides practical support to employers dealing with workplace investigations, drug and alcohol testing and challenging accommodation cases. Lynsey's practice extends across British Columbia, Alberta and Saskatchewan.

Walter Pavlic, Q.C. helps organizations with their labour relations and employment matters. His extensive experience includes collective bargaining, arbitrations, human rights complaints, employment contracts, discipline issues, dismissal planning, wrongful dismissal litigation, non-competition actions, employee fraud and recovery as well as Labour Relations Board hearings. He has appeared at all levels of Court in Alberta, the Federal Court and numerous labour arbitrations. Walter is the past president of the Alberta Branch of the Canadian Bar Association, past chair of the National CBA Labour and Employment Law Section and is currently a member of the Board of Directors of the Law Society of Alberta.

Julie Shepherd practices civil litigation with a focus on employment law. She has experience defending employers against claims of wrongful and constructive dismissal and has prosecuted claims involving the breach of restrictive covenants against former employees. Julie has represented clients in trials before the Alberta Court of Queen's Bench and has arbitration and mediation experience.

Kevin Wilson, Q.C. has practised almost exclusively in the area of management-side labour and employment law for 30 years, for both unionized and non-union clients. He provides strategic and legal advice to employers in Saskatchewan. In addition, Kevin regularly appears before the Saskatchewan Labour Relations Board, courts, arbitration boards and other administrative tribunals on behalf of employers. He is the former chair of the Canadian Bar Association's National Labour and Employment Law section and was the founding Saskatchewan director of the Canadian Association of Counsel to Employers.

REGISTER

Alberta Employment Law Update 2019

Register online: events.mltaikins.com

Email, fax or mail completed registration form to:

Dabota Fashola, MLT Aikins LLP
2100 - 222 3rd Ave SW
Calgary, AB T2P 0B4

P: (403) 693-2649
F: (403) 508-4349
labourlaw@mltaikins.com

LOCATION/DATE:

Please choose one:

☐ Calgary: Tuesday, October 29, 2019, Sheraton Suites Eau Claire – 255 Barclay Parade SW
☐ Edmonton: Wednesday, October 30, 2019, Westin Hotel – 10135 100 St NW

Registration & Breakfast: 8:30 a.m. | Seminar: 9-3:30 p.m.

REGISTRANT INFORMATION:

Company: _____

Address: _____ Phone: _____

City: _____ Postal Code: _____ Fax: _____

Name: _____ Title: _____

Email: _____ CPHR Member: ☐

Name: _____ Title: _____

Email: _____ CPHR Member: ☐

Name: _____ Title: _____

Email: _____ CPHR Member: ☐

Name: _____ Title: _____

Email: _____ CPHR Member: ☐

METHOD OF PAYMENT:

☐ **Regular Fee:** $450 per person + GST ($22.50) = $472.50
☐ **CPHR AB Member Fee:** $405 + GST ($20.25) = $425.25
☐ **Regular Fee Group of 4 Discount:** $1,350 + GST ($67.50) = $1,417.50
☐ **CPHR Member Group of 4 Discount:** $1,215 + GST ($60.75) = $1,275.75
Registration includes breakfast, lunch and refreshments.

☐ Cheque Enclosed ☐ Visa ☐ MasterCard ☐ AMEX

☐ GST Exempt, Reg. No. _____

Credit Card #: _____

Expiry Date: _____ Security #: _____

Name on Card: _____

Signature: _____

Registration deadline is October 9, 2019.

Cancellations must be received by Thursday, October 10, 2019 to receive a refund. Substitutions may be made at any time.

Confirmation of registration will be sent to email address(es) provided.

Registration is limited. Only employers or their representatives are eligible to attend. We reserve the right to decline registrants.

GST #121975544