

Saskatoon - May 28 | Regina - May 30



SASKATCHEWAN LABOUR UPDATE 2019



Celebrating 25 years of keeping employers up-to-date
with the latest developments in labour and employment law!

EMPLOYERS' COUNSEL

MLT AIKINS LLP • MLTAINKINS.COM

MLT AIKINS

WESTERN CANADA'S LAW FIRM

Advertising material. This is a commercial solicitation. (This notice required by Law Society of Saskatchewan Rule 1602.1(2)).

SASKATCHEWAN LABOUR UPDATE 2019

Workplace rules and practices evolve continuously. As an employer you need to be aware of new developments in labour and employment law, regardless of 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 Labour Update is designed for both unionized and non-unionized employers. We'll get you up-to-date on changes to the rules and help you develop proactive human resources policies.

ON THE AGENDA

Arbitration Update

- Review the latest cases on discipline and discharge
- Learn from current trends in arbitration cases – when is discipline appropriate?
- Examine other recent developments for Saskatchewan employers

Wrongful Dismissal Update

- Hear about the latest cases on wrongful and constructive dismissal
- Factors to consider in calculating reasonable notice
- Terminating for just cause – is it ever worth it?

Accommodation Update

- Review the latest developments on accommodating physical and mental disabilities
- Understand the legislative framework for Saskatchewan
- Accommodating family status, gender identity and other protected grounds

All About Drug and Alcohol Testing

- Hear about the latest cases on drug testing since the legalization of recreational cannabis
- Understand the types of employees who can be tested and when
- Learn the essentials for a drug and alcohol testing policy

Effective Employment Policies and Contracts

- What are the essentials for enforceable employment contracts?
- Addressing workplace issues through the effective use of employment policies
- Learn what pitfalls to avoid from cases where policies and contracts have failed

Open Forum

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



This seminar qualifies for 5.0 CPHR CPD hours and 5.0 CPD hours for members of the Law Society of Saskatchewan.

SPEAKERS



Riva Farrell Racette is a member of the Timiskaming Algonquin First Nation. She has appeared before all levels of Saskatchewan courts. Riva focuses her practice on labour and employment and human rights law. She also works extensively with First Nations, advising on band governance and associated administrative law issues, including land management, membership codes, election codes and disputes, and band bylaws.



Brent Matkowski assists unionized and non-unionized employers with a variety of labour and employment law issues, including labour relations, human rights, occupational health and safety, workers' compensation, labour standards, employment contracts, employer policies and discipline. Brent has appeared before Saskatchewan's Court of Appeal, Court of Queen's Bench, provincial court and Labour Relations Board.



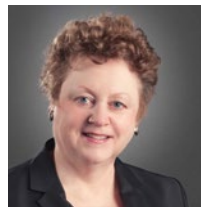
Robert Frost-Hinz provides employers with guidance and assistance on a wide variety of labour and employment issues, including labour relations and collective agreement negotiation and interpretation, employment standards, OH&S, policy development, discipline and discharge along with human rights and accommodations. Robert has represented clients before the Saskatchewan Court of Appeal, Court of Queen's Bench and provincial court, in addition to a variety of boards, tribunals and arbitrators.



Calen Nixon has broad experience in successfully resolving various employment, labour and commercial disputes in Western Canada. Before disputes arise, he regularly advises businesses, not-for-profits and government entities regarding policies and procedures, workplace investigations, employment agreements and collective bargaining issues. Calen has experience advising and representing clients before the courts, the Saskatchewan Labour Relations Board and various administrative, human rights and labour tribunals.



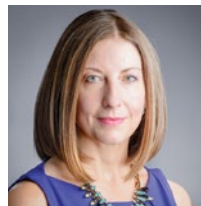
Amy Gibson carries on a general labour and employment practice. She advises employers on a variety of labour issues, including union certification drives, collective agreement interpretation, labour disputes, workplace policies, discipline and discharge, employment contracts, OH&S, workers' compensation, labour standards and human rights. She has experience with a variety of court and administrative proceedings as well as representing clients before the Saskatchewan Labour Relations Board and in Canada Labour Code unjust dismissal adjudications.



Leah Schatz, Q.C., works collaboratively with clients in the labour and employment area to create workplace solutions to assist them in achieving their human resources objectives. She advises on issues related to the workplace, and acts in a variety of roles in collective bargaining, occupational health and safety, and human rights, including representing employers as chief spokesperson during collective bargaining and conducting workplace investigations.



Matthew Klinger primarily practises labour and employment law and assists unionized and non-unionized employers with a variety of workplace issues including labour relations, human rights, employment policies, employment contracts, wrongful dismissal and employee discipline. Matthew has appeared before Saskatchewan's Court of Queen's Bench and Labour Relations Board, and before labour arbitrators.



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.



Eileen Libby, Q.C., acts as counsel to employers in the full range of labour relations and employment law matters, including collective bargaining negotiations, arbitrations, restructuring, Labour Relations Board matters, human rights proceedings and occupational health and safety matters. In addition to labour and employment, she practises extensively in the areas of professional regulation and health law.



Shannon Whyley brings a strong foundation to her labour and employment law practice with an educational background in human resource management. She has spent more than 12 years advising employers on issues affecting the workplace and is a member of the board of directors of CPHR Saskatchewan. She acts for unionized and non-unionized employers, including small and medium-sized businesses, national and multi-national corporations, municipalities, First Nations employers and not-for-profit organizations.



Jana Linner advises and represents public and private sector employers on labour, employment and human rights issues. She provides services related to collective agreement interpretation, labour relations, workplace policies, discipline and discharge and employment contracts. Jana has represented clients at all levels of court in Saskatchewan, as well as at various administrative boards and tribunals.



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

Saskatchewan Labour Update 2019

Register online: events.mltaikins.com

Email, fax or mail completed registration form to:

Sandra Janzen, MLT Aikins LLP P: (306) 956-6957
1500-410 22nd St E F: (306) 975-7145
Saskatoon, SK S7K 5T6 seminars@mltaikins.com

LOCATION/DATE:

Please choose one:

- Saskatoon: Tuesday, May 28, 2019, Sheraton Cavalier, 612 Spadina Cres E
- Regina: Thursday, May 30, 2019, Delta Hotels by Marriott Regina, 1919 Saskatchewan Dr

Registration: 8:30 a.m. | Seminar: 9 a.m. to 3:30 p.m.

REGISTRANT INFORMATION:

Company: _____ Total Attending: _____

Name: _____ Title: _____

Email: _____ CPHR Member:

Name: _____ Title: _____

Email: _____ CPHR Member:

Name: _____ Title: _____

Email: _____ CPHR Member:

Name: _____ Title: _____

Email: _____ CPHR Member:

Address: _____

City: _____ Postal Code: _____

Phone: _____ Fax: _____

METHOD OF PAYMENT:

- \$450 per person + GST (\$22.50) = \$472.50**
- Seminar Materials Only: \$195 + GST (\$9.75) = \$204.75**

Breakfast, lunch and refreshments will be provided.

- Cheque Enclosed Visa MasterCard AMEX

GST Exempt, Reg. No. _____

Credit Card #: _____

Expiry Date: _____

Name on Card: _____

Signature: _____

Registration deadline is May 17, 2019.

Cancellations must be received by May 21, 2019 (Saskatoon) or May 23, 2019 (Regina) to receive a refund. Substitutions may be made at any time.

Confirmation of registration will be sent to email address provided.

Registration is limited.

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

GST #121975544