

Calgary - October 17 | Edmonton - October 18

# ALBERTA EMPLOYMENT LAW UPDATE 2018



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

**EMPLOYERS' COUNSEL**

---

MLT AIKINS LLP • [MLTAIKINS.COM](http://MLTAIKINS.COM)

**MLT AIKINS**

WESTERN CANADA'S LAW FIRM

# ALBERTA EMPLOYMENT LAW UPDATE 2018

Workplace rules and best practices evolve continuously. As an employer you need to be aware of new developments in employment and labour law, regardless of your industry/sector 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 get you up-to-date on changes to the rules and help you develop proactive human resources policies and strategies.

## ON THE AGENDA

### **In the Legal Weeds – Are you Ready for October 17, 2018?**

- Get tips to tweak your Fit for Work policies and train your people
- Ensure you know the latest cases on cannabis in the workplace
- See what's coming – what can you expect after October 17, 2018?

### **Best Practices for #MeToo Investigations**

- Prepare for #MeToo complaints and investigations
- Learn what can make #MeToo complaints unique
- Know best practices for how to respond

### **Alberta Labour Relations Code – Fallout from Recent Amendments**

- Review the new certification rules and procedures
- Get the details on recent auto-certification case law
- Strategize on how non-union employers can stay that way

### **Alberta Case Law Update**

- Learn about the latest cases from Alberta courts, arbitrators and human rights tribunals
- Get updated on recent random drug testing and duty to accommodate case law
- Find out what is happening with social media misuse and non-competes

### **Important Changes to OH&S Laws**

- Learn about recent changes to Alberta and Federal OH&S laws
- Know the new obligations for employers, supervisors, workers and contractors
- Find out about new investigative and remedial powers of government regulators

### **Open Forum**

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

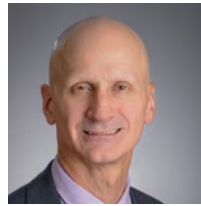


This session is pre-approved for 6.5 CPD hours by CPHR Alberta.

# SPEAKERS



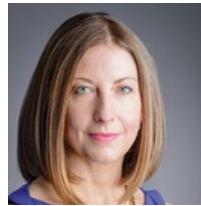
**Kristal Allen** was formerly chief privacy officer to a large public company with operations across the globe. Kristal regularly advises employers regarding risk management and policy development related to data sharing, electronic documents, information assets and privacy. She has advised both private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



**Walter Pavlic, Q.C.**, helps organizations with their labour relations and employment matters. His 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.



**Sean Fairhurst** counsels employers on employment practices, procedures and policy manuals, severance obligations and dismissal. His experience in policy drafting includes OH&S compliance and negotiation of service and employment contracts including non-solicitation and non-competition clauses. Sean has represented a number of employers following serious work place accidents and human rights complaints and in injunction applications. He has appeared before all levels of the Alberta courts, a wide range of regulatory tribunals and at private arbitrations.



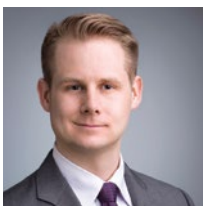
**Jean Torrens** acts as a strategic partner with human resources and business leaders to manage complex legal situations involving employees and unions. She has extensive experience acting for management in conducting collective bargaining, advising on discipline and terminations, navigating challenging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



**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, and human rights compliance and accommodation. She has appeared before all levels of court in Alberta, and has experience with pre-trial hearings and applications, mediations, trial, arbitrations and Labour Relations Board hearings.



**Kevin Wilson, Q.C.**, has practised almost exclusively in the area of management side labour and employment law since 1989, 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.



**Adam Kaukas** works with clients to help them avoid employment and labour disputes and advocates on their behalf to favourably resolve employment, labour, commercial and insolvency disputes that prove unavoidable. He advises employers with respect to managing the workplace, including collective bargaining, hiring and termination issues, employee management and discipline, competition issues, and human rights compliance.

# REGISTER

## Alberta Employment Law Update 2018

**Register online:** [events.mltaikins.com](http://events.mltaikins.com)

### Email, fax or mail completed registration form to:

Amy Foley, MLT Aikins LLP  
2200, 10235 - 101st Street  
Edmonton, AB T5J 3G1

P: (780) 969-5092  
F: (780) 969-3549  
labourlaw@mltaikins.com

### LOCATION/DATE:

#### Please choose one:

- Calgary: Wednesday, October 17, 2018, Sheraton Suites Eau Claire - 255 Barclay Parade SW
- Edmonton: Thursday, October 18, 2018, Westin Hotel - 10135 100 St NW

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

**Register three get the fourth free**

*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, 2018.*

*Cancellations must be received by October 10, 2018 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.*

*Program and speakers subject to change.*

**GST #121975544**