



# HR PROFESSIONALS SEMINAR: ACCOMMODATION WORKSHOP

**May 15, 2019 in Calgary,**

Westin Calgary Hotel, 320 4<sup>th</sup> Avenue S.W.

**May 16, 2019 in Edmonton,**

Westin Edmonton Hotel, 10135 100<sup>th</sup> Street N.W.

Registration: 12:45 p.m. | Seminar: 1-4 p.m.

**EMPLOYERS' COUNSEL**

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**MLT AIKINS**

WESTERN CANADA'S LAW FIRM

# HR PROFESSIONALS SEMINAR: ACCOMMODATION WORKSHOP

The focus of this half-day seminar is to provide a detailed workshop on the best practices for managing accommodation requests in the workplace. Given the recent developments in the law regarding addictions and cannabis, strong emphasis will be placed on the duty to accommodate mental and physical disabilities. A refresher on accommodation for other protected grounds, such as gender, gender identity, gender expression and family status, will also be provided.

## OVERVIEW OF THE DUTY TO ACCOMMODATE

### **Mental and Physical Disabilities**

- Unique issues regarding addictions (e.g., dealing with relapses)
- Innocent vs. culpable absenteeism
- Requesting medical documentation for cannabis and other prescriptions
- Case law update
- Policy development

### **Refresher on other areas of accommodation, including:**

- Gender, gender identity and gender expression
- Family status

# SPEAKERS



**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.

**Learn more about Adam:**

[www.mltaikins.com/people/adam-kaukas](http://www.mltaikins.com/people/adam-kaukas)



**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, trials, arbitrations and Labour Relations Board hearings.

**Learn more about Megan:**

[www.mltaikins.com/people/megan-kheong](http://www.mltaikins.com/people/megan-kheong)

# REGISTER

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

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

Amy Foley, MLT Aikins LLP  
Suite 2200, 10235 - 101<sup>st</sup> Street  
Edmonton, AB T5J 3G1

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

## Select location:

- Calgary:** Wednesday, May 15, 2019, Westin Calgary Hotel, 320 4<sup>th</sup> Avenue S.W.  
 **Edmonton:** Thursday, May 16, 2019, Westin Edmonton Hotel, 10135 100<sup>th</sup> Street N.W.  
Registration: 12:45 p.m. | Seminar: 1-4 p.m.

**Registration closes May 6, 2019.** For a full refund, cancel before May 8, 2019.

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

## REGISTRANT INFORMATION

Company: \_\_\_\_\_  
Phone: \_\_\_\_\_ Fax: \_\_\_\_\_  
Address: \_\_\_\_\_  
City: \_\_\_\_\_ Province: \_\_\_\_\_ Postal Code: \_\_\_\_\_  
Name: \_\_\_\_\_ CPHR Member:   
Title: \_\_\_\_\_  
Email: \_\_\_\_\_

## METHOD OF PAYMENT

**GST #121975544**

- Regular Fee: \$225 per person + GST (\$11.25) = \$236.25**  
 **CPHR Member: \$200 per person + GST (\$10) = \$210**  
 Cheque enclosed     Visa     MasterCard     Amex  
 GST Exempt, Reg. #: \_\_\_\_\_  
Credit Card #: \_\_\_\_\_  
Expiry Date: \_\_\_\_\_  
Name on Card: \_\_\_\_\_  
Signature: \_\_\_\_\_