

Saskatoon - May 26 | Regina - May 27

SASKATCHEWAN LABOUR UPDATE 2020



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

SASKATCHEWAN LABOUR UPDATE 2020

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

Accommodation and Human Rights Update

- Understand the latest developments on accommodating physical and mental disabilities
- Review the latest cases on workplace sexual harassment
- Accommodating drug/alcohol disabilities, family status, and other protected grounds

Immigration Employer Compliance Primer

- Overview of foreign worker compliance obligations facing employers
- Impacts of Saskatchewan legislation on foreign worker recruitment
- Tips for best practices to avoid non-compliance findings

Privacy Primer

- Understand the legal requirements and tools available to employers to comply with privacy laws
- Hear about current privacy issues that impact employers and their workplaces
- Understand the steps that employers can take to mitigate privacy related risks

Labour Relations Board Update

- Review developments on what constitutes an appropriate bargaining unit
- Hear about the latest cases on unfair labour practices and employer communications
- Get up-to-date on other recent developments from the Labour Relations Board

Wrongful Dismissal Update

- Hear about the latest cases on wrongful and constructive dismissal
- Learn how to effectively manage dismissals within your organization
- Learn to identify and manage issues arising regarding constructive dismissal and just cause

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



Scott Bell conducts a business and employer based immigration practice. He advises employers with regard to federal immigration applications including work permits, labour market impact assessments, free trade agreement exemptions, provincial nominee programs, and permanent residency. He also advises employers on the management of temporary foreign workers and immigration legislation compliance, and has experience with inspections and audits.



Shane Buchanan maintains a general labour and employment practice. With a background in human resources, Shane provides an understanding of the issues faced by human resources professionals and provides practical solutions to all areas of labour and employment law, including collective agreement interpretation, workplace policies, discipline and discharge, employment contracts, OH&S, workers' compensation, labour standards and human rights.



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.



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.



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.



Kristél Kriel's experience in assisting public and private clients with complicated privacy, freedom of information, and technology matters makes her a valued asset to clients. Kristél has a general corporate commercial practice with a focus on privacy, freedom of information, technology, credit unions and non-profits.



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.



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.



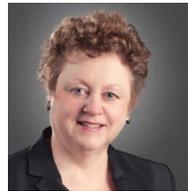
Brent Matkowski assists unionized and non-unionized employers with a variety of labour and employment law issues, including labour relations, human rights, occupational health and safety, workers' compensation, labour standards, employment contracts, employer policies and discipline. Brent has appeared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



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.



Tom Richards carries on a general labour and employment law practice and has experience in assisting both unionized and non-unionized employers with a variety of workplace issues. He also has experience in assisting employers with occupational health and safety matters, including compliance and charges.



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.



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.



Kevin Wilson, Q.C. provides strategic and legal advice to employers in Saskatchewan. Kevin regularly appears before the Saskatchewan Labour Relations Board, courts, arbitration boards and other administrative tribunals exclusively 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 2020

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 26, 2020, Sheraton Cavalier, 612 Spadina Cres E
- Regina: Wednesday, May 27, 2020, 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:

Address: _____

City: _____ Postal Code: _____

Phone: _____ Fax: _____

METHOD OF PAYMENT:

- \$475 per person + GST (\$23.75) = \$498.75**
- Seminar Materials Only: \$225 + GST (\$11.25) = \$236.25**

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 15, 2020.

Cancellations must be received by May 20, 2020 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