

Webinar – April 26 & May 5, 2022 | 8:30 a.m. – 12:00 p.m.

SASKATCHEWAN LABOUR UPDATE 2022



Keeping employers up-to-date with the latest developments
in labour and employment law.

EMPLOYERS' COUNSEL

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SASKATCHEWAN LABOUR UPDATE 2022

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 webinar series will take place over two half-day morning sessions and 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

April 26, 2022 | 8:30 a.m. - 12:00 p.m.

Drafting Enforceable Employment Contracts

- Latest case law affecting termination provisions
- How to draft valid non-competition and non-solicitation clauses
- What we learned from COVID-19 – contractual amendments and new provisions

COVID-19 Case Law Update

- Impact of COVID-19 on severance and mitigation
- Constructive dismissal arising from COVID-19 layoffs and changes to working conditions
- Enforceability of vaccination and/or testing policies and related discipline issues

Legal Considerations When Implementing Your Diversity, Equity and Inclusion Strategy

- Capturing and measuring DEI metrics – what you can/can't ask and how
- What are equity programs?
- Review of recent case law

May 5, 2022 | 8:30 a.m. - 12:00 p.m.

Accommodation Update

- Best practices for responding to human rights complaints
- Considerations for who has jurisdiction to determine a human rights complaint in a unionized environment
- Attendance Management Programs
- Recent case law update on the duty to accommodate

Occupational Health and Safety Update

- Updates from the new *Occupational Health and Safety Regulations, 2020*
- Changes to the definition of harassment
- OH&S Caselaw Update
- OH&S Obligations & Remote Work

Open Forum

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



This seminar qualifies for 6.0 CPHR CPD hours and 6.0 CPD hours for members of the Law Society of Saskatchewan.

SPEAKERS



John Agioritis provides trusted advice and counsel to corporate clients navigating their way through various types of emergencies, crises and incident response, including workplace safety incidents, environmental matters, competition law, and cyber-security. John also provides proactive advice on compliance programs and due diligence measures designed to meet and exceed regulatory obligations under a number of federal and provincial statutes.



Milad Alishahi is an experienced litigator who has expanded his practice to include a general labour and employment law practice and has experience in assisting both unionized and non-unionized employers with a variety of workplace issues including discipline and discharge.



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 COVID-19 related issues, collective agreement interpretation, workplace policies, discipline and discharge, employment contracts, OH&S, workers' compensation, labour standards and human rights.



Ashton Butler carries on a general labour and employment practice. She advises unionized and non-unionized employers on a variety of employment issues including hiring, drafting personnel policies, employment standards, human rights, occupational health and safety, workers' compensation, disciplinary matters and termination and layoff strategy.



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.



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



Zoe Johansen-Hill maintains a labour and employment and general litigation practice. She has experience assisting employers navigate their legal obligations in managing their workforce and represents employers in litigation matters. Her practice involves a broad scope of employment and labour areas including wrongful dismissal, human rights, employment standards, employment contracts and policies, and occupational health and safety.



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, human rights and employment contracts. Jana has represented clients at all levels of court in Saskatchewan, as well as at various administrative boards and tribunals.



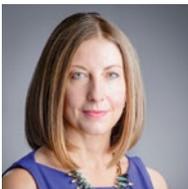
Brent Matkowski assists unionized and nonunionized employers with a variety of labour and employment law issues, including labour relations, human rights, occupational health and safety, workers' compensation, labour standards, employment contracts, employer policies and discipline. Brent has appeared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



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.



Jianna Rieder maintains a general litigation practice with a particular focus on labour and employment litigation. She provides advice on all matters relating to labour and employment law for both unionized and non-unionized workplaces. Her work extends to advising on employment standards complaints, human rights issues including discrimination and accommodation, employee termination and discipline and drafting employment agreements and workplace policies.



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 2022

Register online: events.mltaikins.com

Email, fax or mail completed registration form to:

Sandra Janzen, MLT Aikins LLP P: (306) 956-6957
1201 - 409 3rd Ave S, F: (306) 975-7145
Saskatoon, SK S7K 5R5 seminars@mltaikins.com

DATES:

April 26, 2022 & May 5, 2022 | 8:30 a.m. - 12:00 p.m.

REGISTRANT INFORMATION:

Company: _____ Total Attending: _____

Name: _____ Title: _____

Email: _____ CPHR Member:

Address: _____

City: _____ Postal Code: _____

Phone: _____ Fax: _____

METHOD OF PAYMENT:

Webinar with electronic materials: \$427.50 per person + GST \$21.38 = \$448.88

Webinar with printed materials: \$427.50 per person + GST \$21.38 = \$448.88

Materials only (electronic only): \$225 + GST \$11.25 = \$236.25

Printed materials as well as a swag bag will be shipped prior to the webinar.

Electronic materials will be received by email also in advance of the webinar.

Cheque Enclosed Visa MasterCard AMEX

GST Exempt, Reg. No. _____

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Registration deadline
is April 14, 2022

Cancellations must be
received by April 14, 2022
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.

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