

ALBERTA EMPLOYMENT LAW UPDATE 2022



IN-PERSON | Edmonton - November 9

IN-PERSON | Calgary - November 10

VIRTUAL | November 10

EMPLOYERS' COUNSEL

MLT AIKINS LLP • [MLTAIKINS.COM](https://mltaikins.com)

MLT AIKINS

WESTERN CANADA'S LAW FIRM

ALBERTA EMPLOYMENT LAW UPDATE 2022

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

ON THE AGENDA

What's New in Accommodating Mental Health?

- New updates to DSM-5: what's changed and what it means for employers
- Mental health accommodations related to COVID-19 and return to office
- Increasing damages awards in human rights complaints

Combating Systemic Discrimination with your DEI Strategy

- What is systemic discrimination and how can employers address it?
- Benefits and risks of DEI data collection
- Responding to a systemic discrimination complaint

Privacy Considerations in a Hybrid Work World

- Using software to track employee productivity
- Employee surveillance during remote work
- Responding to requests for employee personal information

Case Law and Legislation Update

- Hear about the latest cases from Alberta and the Supreme Court of Canada
- Get updates on COVID-19 case law
- Learn about new legislation for Alberta and federal employers

Open Forum

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



This session is pre-approved for 6 CPD hours by CPHR Alberta.

CPHR

SPEAKERS



Samantha Finkbeiner maintains a general labour and employment practice advising employers on a wide variety of employment issues. She also advises on general commercial litigation matters. She provides practical advice to employers regarding labour relations disputes, employment standard compliance, policy development and implementation, hiring, discipline and termination, and human rights issues. She has appeared before the Provincial Court of Alberta, the Alberta Court of Queen's Bench and the Alberta Labour Relations Board.



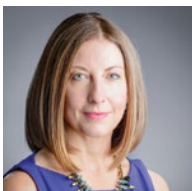
Megan Kheong advises employers in all aspects of employee and labour relations, including the development of workplace agreements and policies, employment standards compliance, hiring, discipline and termination issues, successorship, common employer, and certification applications, injunctions for breach 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, grievance arbitration and Labour Relations Board Hearings. Megan presently sits on the Executive Committee of the Canadian Bar Association Alberta Labour & Employment (North) Section.



Aaron Marchadour advises employers on a variety of labour and employment law matters, including workplace human rights, compliance with workplace legislation and wrongful dismissal actions. He has a particular interest in the intersection between workplace diversity, equity and inclusion (DEI) initiatives and the law. Prior to starting his legal career, he completed a Bachelor of Commerce in human resources and worked as a management consultant for six years, providing strategic consulting services to business leaders in a variety of industries in the areas of human resources, organizational change management and technology adoption. He is currently a candidate for the Chartered Professional in Human Resources (CPHR) designation.



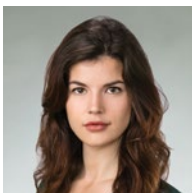
Walter Pavlic, Q.C. offers strategic, creative, and timely solutions to organizations facing labour relations and employment issues. His extensive experience includes acting for employers on collective bargaining, arbitrations, human rights complaints, employment contracts, discipline issues, dismissal planning, wrongful dismissal litigation, non-competition actions, employee fraud and recovery as well as Labour Relations Board and Human Rights hearings. He has appeared at all levels of Court in Alberta, the Federal Court, and numerous labour arbitrations. Walter was president of the Alberta Branch of the Canadian Bar Association, past chair of the National CBA Labour and Employment Law Section and, most recently, a member of the Board of Directors of the Law Society of Alberta.



Jean Torrens acts as a strategic partner with human resources and business leaders in a variety of industries and the public sector 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, ensuring policy compliance and defending employers facing litigation. She helps employers proactively address pandemic response and mental health challenges in the workplace, and supports employers responding to urgent OH&S situations.



Arooj Shah advises unionized and non-unionized employers on all aspects of labour and employment law, including wrongful dismissals, discipline and discharge, human rights, employment standards, occupational health and safety, workers' compensation, certification, grievances and workplace policies. She has appeared before the Provincial Court of Alberta, the Alberta Court of Queen's Bench, the Federal Court of Canada, as well as several administrative tribunals and mediators. Arooj has in-depth knowledge of the human rights and workers' compensation systems in Alberta from her experience interning with the Alberta Human Rights Commission and working at the Alberta Workers' Compensation Board.



Julie Ward maintains a general litigation practice with particular focus on commercial litigation, labour and employment and administrative law. As a student intern at the Alberta Human Rights Commission of Alberta, Julie was able to gain unique insights into effective advocacy before administrative tribunals.



Kevin Wilson, Q.C. has practised exclusively in the area of management-side labour and employment law for over 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

Alberta Employment Law Update 2022

Register online: events.mltaikins.com

Email, fax or mail completed registration form to:

Dabota Fashola, MLT Aikins LLP P: (403) 693-2649
2100 - 222 3rd Ave SW, F: (403) 508-4349
Calgary, Alberta T2P 0B4 labourlaw@mltaikins.com

LOCATION/DATE:

Please choose one:

- Edmonton:** Wednesday, November 9, 2022, Westin Hotel - 10135 100 St NW
- Calgary:** Thursday, November 10, 2022, Sheraton Suites Eau Claire - 255 Barclay Parade SW
- Virtual:** Thursday, November 10, 2022

Registration & Breakfast: 8:30 a.m. | Seminar/Virtual: 9 a.m.-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
- Regular Fee Group of 4 Discount:** \$1,620 + GST (\$81.00) = \$1,701.00
- CPHR Member Group of 4 Discount:** \$1,530 + GST (\$76.50) = \$1,606.50

Registration includes breakfast, lunch and refreshments.

Cheque Enclosed Visa MasterCard AMEX

GST Exempt, Reg. No. _____

Credit Card #: _____

Expiry Date: _____

Name on Card: _____

Signature: _____

Registration deadline is October 14, 2022.

Cancellations must be received by Thursday, October 13, 2022 to receive a refund. Substitutions may be made at any time.

Confirmation of registration will be sent to the email address(es) provided.

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

GST #121975544