

Ontario Employment & Labour Fall seminar

Tuesday, November 14, 2023
8:45 a.m. – 12 p.m. ET

Grow | Protect | Operate | Finance

Registration and breakfast refreshments 8:45 - 9:15 a.m.

Welcome remarks

Andy Pushalik, Partner

Tim Hutzul, Senior Vice President, General Counsel and Secretary at Mattr Infratech

Presentation 9:15 – 10 a.m.

Topic and Description	Presenter(s)	Location
<p>How to ignite a winning culture in your workplace</p> <p>Stories from behind the scenes in the sports world and applying these lessons to build a winning culture in your workplace.</p>	<p>Mike Bartlett CEO at Canada Basketball</p>	5th floor

Break 10 – 10:10 a.m.

Breakout sessions 10:10 – 10:30 a.m.

Topic and Description	Presenter(s)	Location
<p>When has an employee failed to mitigate? Tips and best practices for wrongful dismissal claims</p> <p>An overview of the principle of mitigation in the context of wrongful dismissal claims, and tips and practical considerations for asserting that an employee failed to mitigate their damages.</p>	<p>Simmy Sahdra Senior Associate</p> <p>Emily Kroboth Associate</p>	5th floor
<p>Handling downsizing: Mitigating the costs of mass-terminations</p> <p>With the threat of a recession looming, many employers are making the difficult decision to implement large-scale reductions to their workforces. During these large-scale terminations, it is important for employers to understand the special employment standards rules that apply and ways for a business to mitigate the cost of a mass-termination. Join us to review the best practices for successfully managing mass terminations.</p>	<p>Allison Buchanan Senior Associate</p> <p>Fatimah Khan Associate</p>	4th floor

Break 10:30 – 10:40 a.m.

Breakout sessions 10:40 - 11 a.m.

Topic and Description	Presenter(s)	Location
<p>Managing candidate and employee medical issues</p> <p>This session will provide practical advice to employers on how to manage medical issues at both the hiring stage and during the employment relationship. Specifically, during the session, the presenters will review whether it is appropriate to require medical documentation or a physical exam as part of the hiring process; and how to handle employee medical issues, including when it is appropriate to request additional medical information, such as an independent medical assessment, as a part of the accommodation process.</p>	<p>Russell Groves Partner</p> <p>Larysa Workewych Associate</p>	5th floor
<p>What's new in pension and benefits: Case law update on the termination of benefits at age 65 and latest updates in pension law</p> <p>Five years has passed since the Human Rights Tribunal of Ontario decided in <i>Talos v. Grand Erie District School Board</i> that the termination of benefits coverage at age 65 was discriminatory and unconstitutional. This session will discuss case law developments since the Talos decision regarding the termination of benefits coverage at age 65. This session will also touch on latest updates in pension legislation and regulatory policy.</p>	<p>Pamela Chan Ebejer Partner</p> <p>Barbara Walancik-Hatch Counsel</p> <p>Ashleigh Graden Associate</p>	4th floor

Break 11 – 11:10 a.m.

Presentation 11:10 – 11:40 a.m.

Topic and Description	Presenter(s)	Location
<p>Remote work in the post-COVID context</p> <p>This presentation will address the employer's ability to change remote work arrangements and the factors that may limit an employer's ability to do so, including remote work policies, employment contract stipulations and family status accommodation needs. The speakers will address considerations in both the unionized and non-unionized context.</p>	<p>Craig Lawrence Partner</p> <p>Karina Pylypczuk Senior Associate</p>	5th floor

Lunch 11:45 a.m.

Accreditation

LSO and LSBC: Each breakout session qualifies for 15 minutes Substantive Credit. The final presentation is eligible for 30 minutes Substantive Credit.

HRPA: This program has been approved for Continuing Professional Development (CPD) hours under Category A of the Continuing Professional Development (CPD) Log of the Human Resource Professionals Association (HRPA). Please email toronto.events@dentons.com to receive your CPD code number upon completion.

