

# Ontario Employment & Labour Spring seminar

Wednesday, June 5, 2024  
 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

## Presentation 9:15 – 10 a.m.

Topic and Description	Presenter(s)	Location
<b>Managing through a workforce crisis.</b>	<b>Laryssa Waler</b> Principal at gt&co	5th floor

Break 10 – 10:10 a.m.

## Breakout sessions 10:10 – 10:30 a.m.

Topic and Description	Presenter(s)	Location
<b>Dismissing employees on leaves of absence</b> This presentation will cover the various employment and human rights law issues that can arise when an employer dismisses an employee on a leave of absence. In addition to addressing the law on statutory leaves of absence and the concept of frustration, we will also provide attendees with practical tips on how to approach the termination meeting.	<b>Andy Pushalik,</b> Partner, National Practice Group Leader  <b>Kyle Isherwood,</b> Senior Associate	5th floor
<b>The latest on pension plan governance</b> The Canadian Association of Pension Supervisory Authorities (CAPSA) is currently finalizing a review of Guideline No. 3 – Guideline for Capital Accumulation Plans (CAPs) with new recommended best practices being proposed for CAPS, which include defined contribution plans, RRSP's, TFSA's and RESP's. Most notable is the recommendation that CAP sponsors establish a governance framework for the administration of CAPs, a practice that has previously been recommended for regulated plans like registered pension plans. Please join us in discussing some of the emerging areas of litigation and how we can assist you in complying with the CAPSA Guidelines once they are finalized.	<b>Barbara Walancik-Hatch,</b> Counsel  <b>Ashleigh Graden,</b> Associate	4th floor

Break 10:30 – 10:40 a.m.

## Breakout sessions 10:40 - 11 a.m.

Topic and Description	Presenter(s)	Location
<p><b>How to effectively manage the progressive discipline process</b></p> <p>This presentation will start with a refresher on the use of progressive discipline in both unionized and non-unionized workplaces. The balance of the presentation will address key concepts for ensuring your progressive discipline process is effective, including the importance of having a written policy, how to handle conduct of varying nature, navigating the need for flexibility in how you move through the progressive discipline steps, the importance of documenting the process and guidance on coming to a termination decision.</p>	<p><b>Meaghen Russell</b>, Partner</p> <p><b>Karina Pylypczuk</b>, Senior Associate</p>	5th floor
<p><b>What employers need to know about Working for Workers Four and Five Acts</b></p> <p>In this session, we will provide an overview of the upcoming changes to the <i>Employment Standards Act, 2000</i> introduced through the <i>Worker for Workers Acts four and five</i>, and discuss what employers need to know in order to remain compliant with the law.</p>	<p><b>Craig Lawrence</b>, Partner</p> <p><b>Emily Kroboth</b>, Associate</p>	4th floor

Break 11 – 11:10 a.m.

## Presentation 11:10 – 11:40 a.m.

Topic and Description	Presenter(s)	Location
<p><b>Return to office: Where we're at and where we're going</b></p> <p>As employers continue to navigate the transition to “hybrid” or return to full-time “in-office” work arrangements, this session will summarize key legal considerations for employers while implementing in-office work requirements. This session will also cover the “dos” and “don'ts” of enforcing in office work requirements.</p>	<p><b>Matthew Curtis</b>, Partner</p> <p><b>Claire Browne</b>, Associate</p>	5th floor

Lunch 11:45 a.m.

## Accreditation

**LSO and LSBC:** First presentation qualifies for 45 minutes Substantive Credit. Each breakout session qualifies for 15 minutes Substantive Credit. The final presentation qualifies for 30 minutes Substantive Credit.

**HRPA:** This program has been approved for 1.25 Continuing Professional Development (CPD) hours of the Continuing Professional Development (CPD) of the Human Resource Professionals Association (HRPA). Please email [toronto.events@dentons.com](mailto:toronto.events@dentons.com) to receive your CPD code number upon completion.

