

When: April 18 2012

Host: Sherrard Kuzz LLP, Employment & Labour Lawyers

Where: Li Ka Shing International Healthcare Education Centre, St. Michael's Hospital
209 Victoria Street, Toronto, Ontario M5B 1E8 | T: 416.864.5623

Fee: Please be our guest. | **RSVP:** March 28 2012

CONFERENCE AGENDA

8:30 – 9:30 am

Registration

9:30 – 10:30 am

Disability Accommodation and Return to work in the Healthcare Industry

- What is a “disability”?
- Accommodation is a Three Way Street – the employee, the employer and the trade union
- Return to work strategies and best practices
- *Accessibility for Ontarians with Disabilities Act, 2005 and the Integrated Accessibility Standards*
 - How will an employer's obligations change as the new employment-related obligations come into effect?

10:30 – 10:45 am

Break and Networking

10:45 – 12:00 am

Workplace Violence and Harassment - Panel Discussion

- Know it when you see it
 - Health and Safety legislation
 - Human Rights legislation
 - Contractual definitions and issues
- The Impact of Bill 168
 - Role of the Ministry of Labour
 - Complaints made under Bill 168 policies
 - Keeping your community a home
- Conducting investigations
 - The legal obligation to investigate
 - Protecting the findings – the use of privilege
 - Presenting findings to an employee
 - Re-integrating employees affected by incidents

12:00 – 1:00 pm

Networking Lunch

1:00 – 2:00 pm

Interactive Workshops

Option 1: Preparing for a Grievance Hearing

- Maximizing the *value* of the grievance procedure
- Collecting the *right* information and evidence
- Preparing witnesses for examination-in-chief and cross-examination
- Effectively organizing your evidence
- Making a compelling argument

Option 2: Attendance Management

- Absenteeism and its costs – experiences in the industry
- “Innocent Absenteeism” vs. “Culpable Absenteeism”
 - What's the difference?
 - How should an employer respond?
- Creating and using effective attendance management policies
- “When enough is enough”
 - The duty to accommodate
 - Strategies and legal justifications for terminating the relationship

TO REGISTER:

Visit www.sherrardkuzz.com/invite???
or call 416.603.0700

Map on reverse



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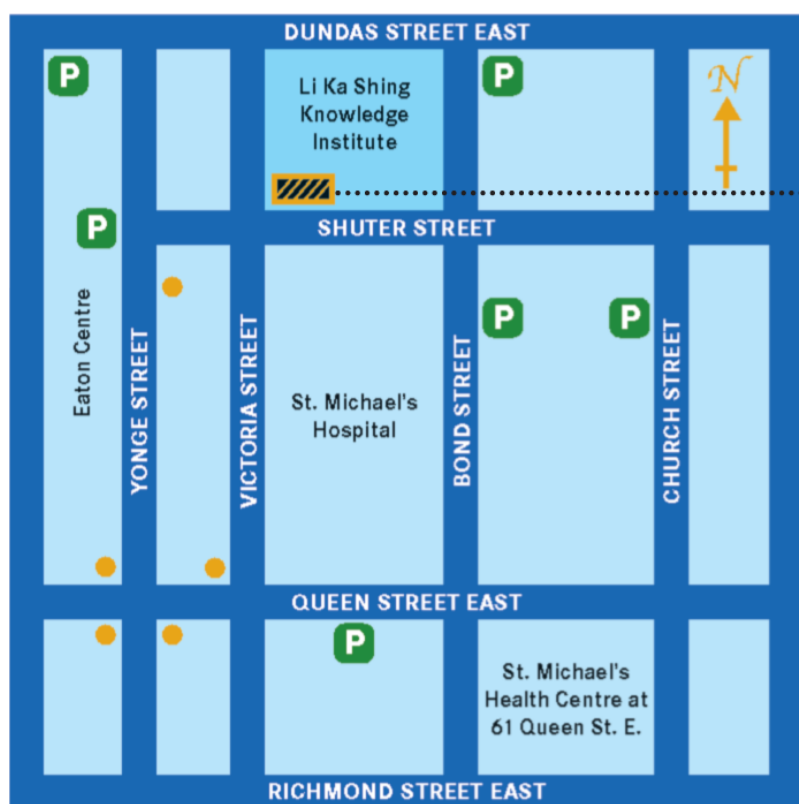
Employment, Labour and Human Resources Conference Healthcare Industry

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Underground parking is available below the Keenan Research Centre in the Li Ka Shing Knowledge Institute of St. Michael's Hospital. Enter from Victoria Street.

-  Other parking
-  Subway



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