

When: Wednesday April 30, 2014
Host: **Sherrard Kuzz LLP, Employment & Labour Lawyers**
Where: Li Ka Shing International Healthcare Education Centre, St. Michael's Hospital
 209 Victoria Street Toronto, ON M5B 1T8 416.864.5623
Cost: Complimentary
RSVP: By Friday April 18, 2014 at www.sherrardkuzz.com/conference-registration.php



Space is limited. Please register early to avoid disappointment.

CONFERENCE AGENDA

8:00am – 8:15am

Introduction and Welcome

8:15am – 9:00am

Labour and Employment Law: Year in Review and Update

- Recent case law developments
- Important legislative changes
- What's coming down the pipe

9:00am – 10:15am

Harassment and Poisonous Work Environments: Preventing and Limiting the Damage

- Legal Obligations
 - What is an employer required to do to prevent and address workplace harassment?
- Proactive Strategies
 - Avoid and minimize harassment
- Repairing the Damage
 - Restore the work environment following incidents of harassment

10:15am – 10:30am

Networking Break

10:30am – 12:00pm

Privacy: From Hiring to Firing - A Panel Discussion

- Social Media
 - When and how can it be used to review current and prospective employee conduct and character?
- Video Surveillance
 - By employers, residents, patients and their families
- Workplace Investigations
 - Does an employee have a "right to silence", and what must an employer reveal about a specific complaint or complainant?
- Maintaining Patient Privacy/Confidentiality
 - Effective policies to ensure employees maintain confidentiality of patient health information

12:00pm – 1:00pm

Networking Lunch

1:00pm – 3:00pm

Interactive Sessions

Select one of the following 3 topics:

Topic 1:

Your Employee Did What?!

Best Practices for Addressing Employee Misconduct Inside and Outside the Workplace

- When does the employer have the right to act?
- Identifying and addressing improper employee use of technology
- Discipline and termination

Topic 2:

How to Engage and Motivate Your Team

Happy employees are motivated employees - the foundation of every strong organization. Recruit, engage and retain top talent and you'll strengthen the quality of your patient care and bottom line.

Recruitment

- Hiring, onboarding, training and building trust

Motivation

- Rewarding success and stretching goals

Weeding the Garden

- Probation, performance appraisals, policies, progressive discipline, termination

Topic 3:

Mental Health in the Workplace

Employer Obligations

- Occupational health and safety, human rights and common law

The Duty to Accommodate

- When is it triggered?
- To what kind of medical information is an employer entitled?
- Steps an employer can take to address employee mental health
- Are mental health issues compensable under the WSIB?

Prevention

- How to prevent mental health issues in the workplace

3:00pm – 3:45pm

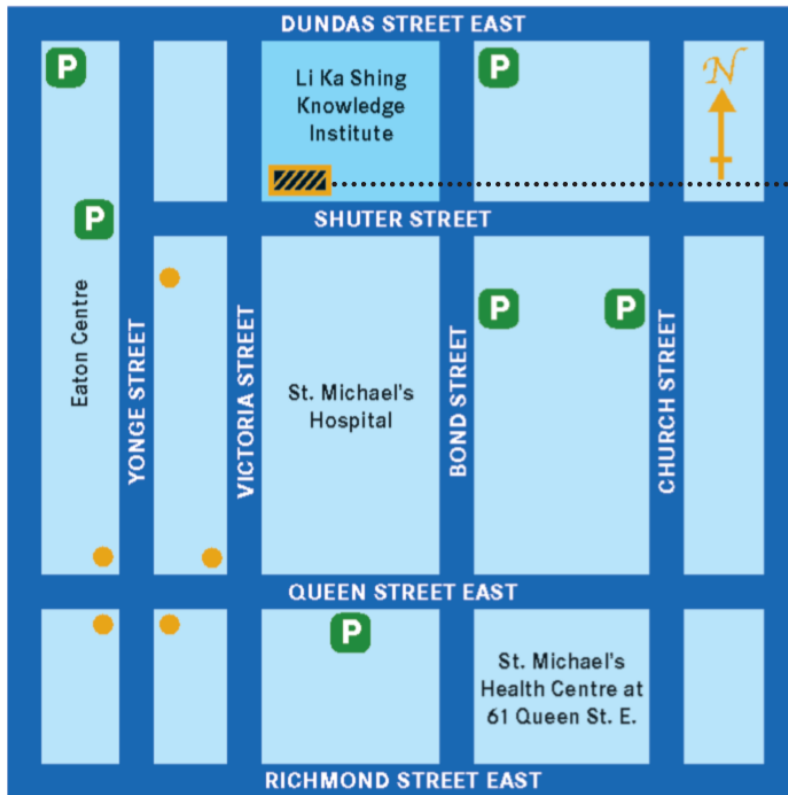
The Hot Seat – Got Questions? We'll answer them.





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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

***** Law Society of Upper Canada CPD Credits:** This seminar may be applied as 6.25 substantive CPD credits.

***** HRP AO CHRP** members should inquire at hrpa.ca for eligibility guidelines regarding this seminar.

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