

When: Monday April 20, 2015
Host: Sherrard Kuzz LLP, Employment & Labour Lawyers
Where: Li Ka Shing Knowledge Institute of St. Michael's Hospital
 209 Victoria Street Toronto, ON M5B 1T8 416.864.5623
Cost: Complimentary
RSVP: By Friday April 3, 2015 at www.sherrardkuzz.com/conference-registration.php



Space is limited. Please register early to avoid disappointment.

CONFERENCE AGENDA

7:15am – 8:00am

Registration and Breakfast

8:00am – 8:15am

Welcome and Introductions

8:15am – 9:15am

Labour & Employment Law: Year in Review and Update

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

9:15am – 10:30am

Drugs and Alcohol in the Healthcare Workplace

- When can an employer administer drug or alcohol testing?
- Does your employee have a drug or alcohol addiction? Now what?
- Does addiction excuse attending work under the influence?
- Is theft of prescription drugs always a 'capital' offence?

10:30am – 10:45am

Networking Break

10:45am – 12:15pm

The Generations: Dealing with the Tsunami of Demographic Change

Guest Speaker: Dr. Linda Duxbury

As demographics change and the labour market shrinks, employers fight to attract and retain quality employees. Winning the 'war for talent' is about much more than compensation and perks. It is about innovative recruitment, retention and succession planning, and nurturing an organizational culture that supports balance and career development.

Your workforce is changing. Are you?

12:15pm – 1:15pm

Networking Lunch

1:15pm – 3:15pm

Small Group Sessions

Select one of the following 3 topics:

Topic 1

Harassment and the Workplace: Strategies and Best Practices

- What is harassment?
- How to avoid and, where necessary, address harassment.
- When does 'off duty' conduct become a 'workplace issue'?
- Best practices for investigating a harassment complaint.
- Repairing the damage: restoring the work environment following an incident of harassment.

Topic 2

Navigating the Employment Standards Act & the Ins and Outs of Terminations

- Common ESA mistakes employers make every day, and how to avoid them.
- Preparing for an ESA inspection or audit.
- Bill 18 amendments to the ESA:
 - Eliminating the cap on damages.
 - Extending the limitation period for complaints.
- Terminations:
 - Entitlements under the ESA and common law.
 - Thresholds for 'with cause' terminations under the ESA and common law.
 - Structuring settlements to mitigate the risk of litigation.

Topic 3

Social Media and Technology: How to Protect Your Organization

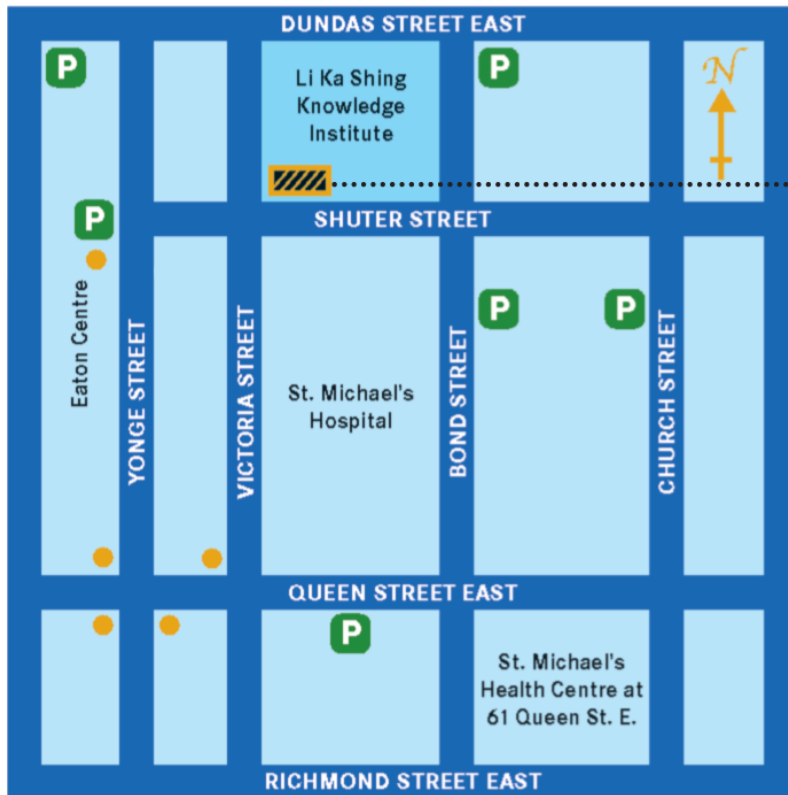
- When and how it can be used during the hiring process.
- Privacy considerations: is there a 'right to privacy'?
- Effective technology and social media policies.
- Monitoring employee use (and misuse) of technology and social media.
- Responding to online disparagement.





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Underground parking is available at the Li Ka Shing Knowledge Institute of St. Michael's Hospital. Enter from Victoria Street.

- Other parking
- Subway

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

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

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