

When: Wednesday April 20, 2016
Host: Sherrard Kuzz LLP, Employment & Labour Lawyers
Where: The Collaboration Centre in the MaRS Centre, South Tower
 101 College Street Toronto, ON M5G 1L7
Cost: Complimentary
RSVP: By Friday April 1, 2016 at <http://www.sherrardkuzz.com/conference.php>



Space is limited. Please register early to avoid disappointment.

CONFERENCE AGENDA

7:30am - 8:15am

Registration & Breakfast

8:15am - 8:30am

Welcome Comments

8:30am - 9:30am

Year in Review

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

9:30am - 10:45am

Hot Topics in Human Rights

- Accommodating invisible and episodic disabilities such as mental illness
- Family status post-*Johnstone*
- Gender identity in the workplace
- Return to work and accommodation plans under the *Accessibility for Ontarians with Disabilities Act, 2005*

10:45am - 11:00am

Networking Break

11:00am - 12:30pm

Addiction, Alcohol and Drug Use in the Healthcare Workplace - A Panel Discussion

This Panel will feature a cross-disciplinary discussion among Andrew Galloway, an International Certified Drug Counselor from the TV series *Intervention Canada*, a representative from the Professional Conduct Department of the College of Nurses of Ontario, and members of the Sherrard Kuzz team. The Panel will discuss:

- How to recognize and respond to signs of addiction
- What role can or should an employer play in assisting an employee with addiction issues?
- Mandatory reporting obligations under the *Regulated Health Professionals Act* and the Fitness to Practice process
- Balancing regulatory obligations with the duty to accommodate
- When is termination appropriate?

12:30pm - 1:30pm

Networking Lunch

1:30pm - 3:00pm

Small Group Sessions

Please select one of the following 2 topics:

Topic 1

Ins and Outs of Terminations

- Performance vs. Misconduct: when is the just cause standard met?
- Disability-related issues: discipline or accommodation?
- Frustration, job abandonment and deemed resignation
- Strategic "separation packages"
- The termination meeting: what should be said - and left unsaid?

Topic 2

Attendance Management

- Identifying innocent vs. culpable absenteeism
- When and how to ask for medical information
- Creating and using effective attendance management policies
- How to use incentives, coaching and discipline to reduce absenteeism
- When and how to terminate an employee's employment for absenteeism



LEXPTRANKED



2016

Employment, Labour and Human Resources Conference for the Healthcare Industry

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LEXPERT RANKED

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P PARKING

Underground parking is available at the MaRS Centre

- Accessible via University Ave., when driving northbound south of College St.
- Accessible via Elizabeth St., south of College St., on the west side of the road

Additional parking available at a host of parking lots within a two-block radius.

TTC SUBWAY

Direct access to the Queen's Park Subway

*** **Law Society of Upper Canada CPD Hours:** This seminar may be applied as 4.75 substantive CPD hours.

*** **HRPAO CHRP** members should inquire at hrpa.ca for eligibility guidelines regarding this conference.

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