



SHERRARD KUZZLLP

Employment & Labour Lawyers

**Employment, Labour and
Human Resources
Conference
for the
Healthcare Industry**

When: Thursday April 26, 2017
Host: Sherrard Kuzz LLP,
Employment & Labour Lawyers
Where: The Collaboration Centre in the MaRS Centre,
South Tower (lower level)
101 College Street Toronto, ON M5G 1L7
Cost: Complimentary
RSVP: By Monday, April 3, 2017 at
www.sherrardkuzz.com/conference.php

**Space is limited. Please register early
to avoid disappointment.**



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Conference Agenda

8:00am - 8:30am

Registration and Breakfast

8:30am - 9:30am

Year in Review

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

9:30am - 11:00am

**A Healthcare Provider's Duty to Provide a Safe Workplace
- A Panel Discussion**

A cross-disciplinary discussion featuring Leslie Motz, Vice President of Clinical Services & Chief Nursing Executive, Lakeridge Health, and members of the Sherrard Kuzz team. The panel will discuss:

- The Post Bill 168/132 World: Top issues.
- Risk Assessments.
- Resident Pre-Screening: When safety considerations conflict with human rights - is there a line to be drawn?
- Do's and Don'ts With Your Joint Health & Safety Committee.
- The Union's Role.
- Best Practices When Interacting with the Ministry of Labour.

11:00am - 11:15am

Networking Break

11:15am - 12:30pm

Human Rights Accommodation

- Family Status and Childcare Accommodation: The evolving legal test and how to comply.
- Religion and Creed: What is (and is not) protected.
- Accommodation in Scheduling.

12:30pm - 1:30pm

Networking Lunch

1:30pm - 3:00pm

Small Group Sessions (*Select One*)

Topic 1: Accommodation Nuts and Bolts

- The Doctor's Note: You've got it - now what?
- Workplace Restrictions: Work-hardening and ramp-up periods.
- Frustration of Employment: What does it look like and what happens next?
- Accommodation Under the *Accessibility for Ontarians with Disabilities Act*.
- Human Rights and Workplace Safety and Insurance: Overlap and key differences regarding disability management.

Topic 2: Preparing for and Negotiating a Collective Agreement in Ontario's Healthcare Industry

- *Hospital Labour Disputes Arbitration Act ("HLDA")*: Understanding its scope and collective bargaining process.
- Recent Financial Trends and Interest Arbitration Findings.
- Interest Arbitration: Strategic considerations to avoid it; and how to prepare a brief and obtain industry-wide evidence when arbitration becomes necessary.
- Negotiating Local Issues Within a Province-Wide Sector.



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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.



Direct access to the Queen's Park Subway

*** Law Society of Upper Canada CPD Hours: This seminar may be applied as 5.25 substantive CPD hours.

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

If you no longer wish to receive invitations to our *Seminars and Conferences* please visit <http://consent.sherrardkuzz.com/skconsent/unsubscribe.asp>