

**Work-From-Home:  
An Employer's Rights and Obligations**

**Half-Day Intensive Virtual Workshop**

When most workplaces shuttered in March of 2020 due to COVID-19, work-from-home arrangements became a necessity for many employers. While most physical workplaces have now reopened, many employers continue to have all, or part, of their workforce work remotely.

In this practical, half-day workshop, participants will acquire knowledge and tools to address a range of issues related to remote work. Using interactive learning and real life-scenarios, topics include:

- **Performance Management:** Can an employer use surveillance or other forms of monitoring to manage remote work? Can a work-from-home employee be disciplined for low productivity?
- **Health and Safety:** Is remote work covered by WSIB and the *Occupational Health and Safety Act*? Does an employer have any obligation to protect health and safety in the home?
- **Family Care:** When is an employee entitled to work remotely for childcare reasons? Does an employer have an obligation to accommodate low productivity due to a home schooling arrangement?
- **Compensation:** Is an employee entitled to compensation for work supplies and equipment required at home? Conversely, can an employer reduce compensation when the employee is no longer required to commute to work?
- **Making it Permanent:** Can an employer require an employee to accept a permanent work-from-home arrangement? If remote work is to become the norm, what changes should an employer consider making to its employment agreements and workplace policies?

**DATE and TIME:** 9:00am – 12:00pm  
Tuesday, September 15, 2020  
Thursday, September 17, 2020  
Tuesday, September 29, 2020  
Wednesday, September 30, 2020

**LOCATION:** Zoom Virtual Workshop

**COST:** \$400 plus tax

**REGISTER:** [Here](#) [registrants will receive a secure Zoom link 24 hrs prior]

This is a small group workshop; space is extremely limited.

