

Sixth Annual Labour and Employment Law Forum
Tuesday October 21, 2008
Lionhead Golf Club – Brampton
10:00am to 4:30pm
Special Cocktail Reception to Follow to Celebrate the 10-Year Anniversary of Crawford Chondon & Partners LLP

Session Agenda

10:00

Registration and Coffee

10:30-10:45

Opening Remarks

10:45-11:45

Our Popular 5 Minute Updates

Concise, informative updates on the latest developments and ground breaking decisions affecting employers.

11:45-1:00

Choice of the following two sessions (All participants will have the opportunity to attend their choice of session):

- 1. Strategies for Addressing Economic Challenges**
- 2. Wellness and Safety**

1:00-2:30

Complimentary Lunch and Keynote Speaker

2:30-4:30

Choice of the following two sessions (All participants will have the opportunity to attend their choice of session):

- 1. Terminations of Employment from Wallace to Honda -10 Years Later**
- 2. Human Rights – What's new?**

4:30-8:00

Cocktail Party



Cost: \$100.00 plus GST

All participants registering by October 1st will be entered into an early bird draw for a chance to win a fantastic prize to be drawn at the seminar.

To reserve your seat, please visit our website at www.ccpartners.ca or www.theemployerschoice.com.

If you are unable to attend the seminar, but would still like to join us for the cocktail party to celebrate the firm's 10th anniversary, please use the registration link above to let us know you will be attending.

We look forward to seeing you there.



Management Labour and
Employment Lawyers



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Tuesday October 21, 2008, 10:00am to 4:30pm
Special Cocktail Reception to Follow
Lionhead Golf Club
8525 Mississauga Road
Brampton, ON L6Y 0C1

Session Descriptions

11:45-1:00

Choice of the following two sessions (All participants will have the opportunity to attend their choice of session):

1. Strategies for Addressing Economic Challenges

Our panel of experts will provide an overview of employers' legal obligations and liabilities during economic downsizing, outsourcing, or when changing terms and conditions of employment become necessary. Our experts will explore strategies for responding to economic challenges as well as share successful joint Labour/Management initiatives used to respond to economic pressures.

2. Wellness and Safety

This seminar will look at the changing wellness environment. Our insightful speakers will discuss why wellness programs are needed, and explore what the Top 100 companies are doing. We will further look at when mental stress claims are covered by the WSIB and what interest the Ministry of Labour is taking on wellness, as opposed to their usual strictly safety mandate.

2:30-4:30

Choice of the following two sessions (All participants will have the opportunity to attend their choice of session):

1. Terminations of Employment from Wallace to Honda -10 Years Later

This seminar will focus on the evolution of damages at the point of dismissal in light of a number of recent Supreme Court of Canada decisions that have provided much needed clarity to both union and non-union employers. As well, we will provide strategies for minimizing risks and liability when dealing with difficult termination issues, including potential constructive dismissals, dismissals for cause and innocent absenteeism. Finally, learn how the use of employment agreements at the time of hiring can substantially reduce these risks.

2. Human Rights – What's new?

This seminar will provide an overview of a number of new developments in the area of human rights law. Topics reviewed will include an update on the changes to the Ontario Human Rights Code complaint process, developments in the law of accommodation and drug and alcohol testing, and workplace discrimination and harassment.



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