

The leader in labour law education.

The 16th Annual Saskatchewan Labour Law Review

The year's top labour law developments and their
impact on unions and employers in Saskatchewan



Saskatoon

November 24 & 25, 2010
Delta Bessborough

 **labour law online.ca**
CENTRE FOR LABOUR-MANAGEMENT DEVELOPMENT



ATTENTION LAWYERS: This conference has been approved for eleven (11) CPD
Hours by the Law Society of Saskatchewan.



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Attend the **16th Annual Saskatchewan Labour Law Review** and catch up on the year's top labour law developments and their impact on unions and employers in Saskatchewan.

At this state-of-the-law conference, experienced union and management counsel will help you understand new developments in labour law and their impact on the unionized workplace.



CAN'T ATTEND?
Conference Binder
available for

\$195.00 PLUS GST

ATTEND AND LEARN:

- The latest arbitration awards and court cases
- The latest human rights cases
- The impact on Saskatchewan unions and employers

WHO SHOULD ATTEND:

- Saskatchewan labour relations professionals who need to stay on top of new legal developments
- Union representatives (shop stewards, business agents, officers)
- Employer representatives (supervisors, labour relations managers)
- Labour lawyers and inhouse counsel

YOUR REGISTRATION INCLUDES:

- Two-day program
- Conference binder
- Certificate of Attendance

PRESENTERS

Gary Bainbridge
Union Counsel
Bainbridge Jodouin
Cheecham
Saskatoon

Susan Barber, Q.C.
Employer Counsel
McDougall Gauley
Regina

Peter Barnacle
Union Counsel
Woloshyn and Company
Saskatoon

Maureen Fryett
Professional Officer
University of
Saskatchewan Faculty
Association
Saskatoon

Dan Ish, Q.C.
Labour Arbitrator
Saskatoon

Brian Kenny, Q.C.
Employer Counsel
MacPherson Leslie
& Tyerman
Regina

Meghan McCreary
Employer Counsel
MacPherson Leslie
& Tyerman
Regina

Kevin Wilson, Q.C.
Employer Counsel
MacPherson Leslie
& Tyerman
Saskatoon

Saskatoon

November 24 & 25, 2010
Delta Bessborough

Registration: 8:30-9:00 a.m.

WEDNESDAY, NOVEMBER 24

8:30 Registration

9:00 Saskatchewan Labour Arbitration Update

[Peter Barnacle and Meghan McCreary](#)

The year's top labour arbitration awards from Saskatchewan and their impact on union and employer representatives.

12:00 Lunch break

1:15 Managing Attendance: New Directives From Arbitrators

[Susan Barber and Maureen Fryett](#)

Recent cases shed light on what arbitrators are saying about attendance-management programs and employer responses to innocent absenteeism.

2:00 Messy Dismissals and Mental Suffering: The Potential for Whopping Damages

[Susan Barber and Maureen Fryett](#)

The case of a Canadian labour arbitrator who awarded \$500,000 for bad faith dismissal and other recent cases shed light on when the parties may be on the hook for substantial monetary damages at arbitration.

3:00 The Evolving Role of Safety in Accommodation: Recent Cases

[Susan Barber and Maureen Fryett](#)

What are recent cases telling us about the complex balance between the duty to accommodate and the need for workplace safety? How much safety risk is tolerable in the course of accommodation and when does it amount to undue hardship?

3:30 Using Post-discharge Evidence: Effective Strategies for Unions and Employers

[Susan Barber and Maureen Fryett](#)

When can an addicted employee who was fired for workplace misconduct seek reinstatement through post-discharge evidence? How can employers minimize their exposure? What are effective arguments for unions when representing addicted employees fired for misconduct?

4:00 Saskatchewan Labour Relations Board Update

[Susan Barber and Maureen Fryett](#)

The year's top rulings of the Saskatchewan Labour Relations Board and their impact on union and employer representatives.

4:30 Adjourn

NEW! 4:30 - 6:30 Cocktail Reception

THURSDAY, NOVEMBER 25

8:30 Accommodation and Human Rights Update

[Gary Bainbridge and Kevin Wilson](#)

The year's top accommodation and human rights cases from across Canada and their impact on union and employer representatives in Saskatchewan.

12:00 Lunch break

1:15 New Best Practices: Takeaways from 2010

[Dan Ish \(Chair\), Gary Bainbridge and Brian Kenny](#)

What new challenges do Saskatchewan unions and employers face as a result of recent developments in labour law? What practices and procedures need to be re-evaluated? Practical and future-oriented take-aways for 2011.

3:00 Adjourn



4 easy ways to register

- 1. by mail
- 2. toll-free fax
- 3. toll-free phone
- 4. online

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 141 Bannatyne Ave., Suite 250,
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 1-800-665-5990
 1-800-665-4411
 www.LabourLawOnline.ca

- Please register us for the Saskatchewan Labour Law Review in Saskatoon, November 24 & 25, 2010
- I cannot attend, but please send me _____ (insert quantity) conference binders at \$195 plus \$9.75 GST = \$204.75 each
- I cannot attend, but please send me notice of future programs by mail or E-mail

Name and organization will appear on name tag. (Please print clearly)

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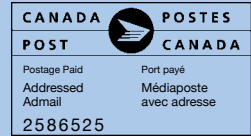
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SEMINARS

The 16th Annual Labour Law Review

Winnipeg	Oct. 27 & 28
Edmonton	Nov. 17 & 18
Saskatoon	Nov. 24 & 25
Vancouver	Dec. 1 & 2

AUDIO

Please see our selection of live and prerecorded audio conferences: www.LabourLawOnline.ca

For more information on programs and schedules please visit LabourLawOnline.ca

ONSITE

Ask us about arranging an inhouse course at a time and location suitable for you:

- Progressive Discipline For Supervisors and Stewards
- The Duty to Accommodate in the Unionized Workplace

ACCOMMODATIONS

A special guestroom rate of \$149 (standard, single/double plus taxes) has been arranged for registrants at the Delta Bessborough, 601 Spadina Cr. E. in downtown Saskatoon.

Phone hotel reservation directly at (306) 244-5521 and ask for the group rate for "The Saskatchewan Labour Law Review." Reserve early as availability is limited.

The Delta Bessborough is a unionized hotel.

TUITION

Includes two-day program, conference binder, Certificate of Attendance, continental breakfasts and refreshments. Other meals and guestrooms are not included.

Individual \$795 (plus \$39.75 GST = \$834.75)
 Group (3 + each) \$745 (plus \$37.25 GST = \$782.25)
 Super Group (7 + each) \$695 (plus \$34.75 GST = \$729.75)
 Binder Only (each) \$195 (plus \$9.75 GST = \$204.75)

To qualify for group rates, individuals must be from the same organization or union local and register together.

CANCELLATIONS must be in writing and received by November 17, 2010 in order to qualify for a full refund less a \$50 administration fee.

Non-compliance will result in liability for the entire tuition.

SUBSTITUTIONS may be made at any time.

PRESENTERS are confirmed at the time of publication, but are subject to change in emergencies.

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