

The leader in labour law education.

# THE 22<sup>nd</sup> ANNUAL Manitoba Labour Law Review

The Year's Top Labour Law Developments Affecting  
Manitoba Unions and Employers



Winnipeg

November 8 & 9, 2016  
Victoria Inn

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



**CHRP ACCREDITED:** This program has been accredited for 11.5 CHRP continuing professional development hours by the Human Resource Management Association of Manitoba.



**ATTENTION LAWYERS:** This conference offers Manitoba lawyers a total of 10.75 hours of continuing professional development (CPD).

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**Attend the 22nd Annual Manitoba Labour Law Review** and catch up on the year's top labour law developments and their impact on unions and employers in Manitoba.

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.

#### Attend and Learn:

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

#### Who Should Attend:

- Manitoba 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

#### **Shandra Czarnecki**

Employer Counsel  
Aikins MacAulay  
& Thorvaldson  
Winnipeg

#### **Tracey Epp**

Employer Counsel  
Pitblado  
Winnipeg

#### **A. Blair Graham, Q.C.**

Labour arbitrator  
Thompson Dorfman  
Sweatman  
Winnipeg

#### **Keith LaBossiere**

Labour Law Counsel  
Thompson Dorfman  
Sweatman  
Winnipeg

#### **David Lewis**

Union Counsel  
Manitoba Government and  
General Employees' Union  
Winnipeg

#### **Grant Mitchell, Q.C.**

Employer Counsel  
Taylor McCaffrey LLP  
Winnipeg

#### **David Simpson**

Employer Counsel  
Fillmore Riley  
Winnipeg

#### **Bill Sumerlus**

Union Counsel  
Winnipeg

#### **Mark Toews**

Union Counsel  
Deeley Fabbri Sellen Law  
Corporation  
Winnipeg

## Tuesday, November 8

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**REGISTRATION: 8:30 – 9:00 A.M.**

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**MORNING SESSION: 9:00 A.M. TO 12:00 P.M.**

David Lewis and Grant Mitchell

### Manitoba Labour Arbitration Update

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

### Manitoba Labour Board Update

The year's top decisions of the Manitoba Labour Board and their impact on union and employer representatives.

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**AFTERNOON SESSION: 1:15 TO 4:30 P.M.**

Tracey Epp and Keith LaBossiere

### The Rise of Privacy in the Workplace

Recent cases weigh in on how privacy rights are expanding in all areas of the workplace -- covering medical, computer, online and client/patient information -- and the remedies being awarded for privacy breaches.

### The Art of Matching the Discipline to the Penalty

How to ensure that the disciplinary penalty imposed on an employee fits the misconduct, with a focus on recent cases where penalties have been overturned by arbitrators.

### A Real Duty to Warn

Recent cases on how arbitrators are demanding more stringent, clear warnings be given to employees in both disciplinary and non-disciplinary scenarios.

### The Union's Role in Discipline and Accommodation Cases

The critical role that unions have when representing their members in discipline and accommodation matters, and the emerging implications for all parties.

## Wednesday, November 9

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**MORNING SESSION: 8:30 A.M. TO 12:00 P.M.**

Shandra Czarnecki and Bill Sumerlus

### Accommodation Update

A review of the year's top accommodation cases from across Canada and their impact on union and employer representatives in Manitoba.

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**AFTERNOON SESSION: 1:15 TO 3:00 P.M.**

Blair Graham (Chair), David Simpson and Mark Toews

### Grievance Allowed . . . or Denied?

An arbitrator offers instant rulings on hypothetical grievances presented by union and management counsel, with a focus on new developments in labour law.

# 4 easy ways to register

1. **by mail** Centre For Labour-Management Development  
141 Bannatyne Ave., Suite 250, Winnipeg, MB R3B 0R3
2. **toll-free fax** 1-800-665-5990 IN WINNIPEG 204-956-0515
3. **toll-free phone** 1-800-665-4411 IN WINNIPEG 204-956-0800
4. **online** [www.LabourLawOnline.ca](http://www.LabourLawOnline.ca)

- ☐ Please register us for the Manitoba Labour Law Review in Winnipeg, November 8 & 9, 2016
- ☐ I am a lawyer who wishes to receive CLE credits from my Law Society for attending this conference.
- ☐ 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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- ☐ Cheque enclosed payable to: Centre For Labour-Management Development
- ☐ Invoice my organization attn: \_\_\_\_\_
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FAX toll-free 1-800-665-5990 or PHONE toll-free 1-800-665-4411

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### UPCOMING EVENTS

#### The 22nd Annual Labour Law Review

Winnipeg – Nov. 8 & 9      Edmonton – Nov. 16 & 17  
Saskatoon – Nov. 29 & 30      Vancouver – Dec. 7 & 8

#### Droit du travail 2016

Montréal – Nov. 1      Québec – Nov. 2

#### The 2017 Accommodation Law Conference

Winnipeg – Spring 2017      Edmonton – Spring 2017  
Saskatoon – Spring 2017      Vancouver – Spring 2017

#### The Progressive Discipline Seminar for Supervisors and Stewards

Winnipeg – June 2017      Edmonton – June 2017  
Saskatoon – June 2017      Regina – June 2017  
Vancouver – June 2017

### ACCOMMODATIONS

A special guestroom rate of **\$129** (standard, single/double plus taxes) has been arranged for registrants at the Victoria Inn Hotel & Convention Centre, 1808 Wellington Avenue in Winnipeg, located on the airport strip.

Phone hotel reservation directly at **(204) 786-4801 (toll-free 1-877-842-4667)** and ask for the group rate for "The Manitoba Labour Law Review." Reserve early as availability is limited.

The Victoria Inn 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)

To qualify for group rates, individuals must be from the same organization, or union local, AND register together at the same time. Individuals registering separately will not qualify for group rates.

**CANCELLATIONS** must be in writing and received by November 1, 2016 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.

GST No. 122060569

### LAWYERS / CHRP



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