

The leader in labour law education.

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

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



Edmonton

November 16 & 17, 2016  
The Westin Hotel

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

**CPD**

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



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

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 Alberta unions and employers

#### Who Should Attend:

- Alberta 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

#### **Mark Asbell**

Arbitrator, Mediator & Adjudicator  
Asbell Dispute Resolution  
Edmonton

#### **Joyce Mitchell**

Employer Counsel  
McLennan Ross  
Calgary

#### **Damon Bailey, Q.C.**

Employer Counsel  
McLennan Ross  
Calgary

#### **Kara O'Halloran**

Union Counsel  
Chivers Carpenter  
Edmonton

#### **Gary Bainbridge**

Union Counsel  
Bainbridge Jodouin Cheecham  
Saskatoon

#### **Jean Torrens**

Employer Counsel  
MacPherson Leslie & Tyerman  
Calgary

#### **Ritu Khullar, Q.C.**

Union Counsel  
Chivers Carpenter  
Edmonton

#### **Kevin Wilson, Q.C.**

Employer Counsel  
MacPherson Leslie & Tyerman  
Saskatoon

#### **Kristan McLeod**

Union Counsel  
Chivers Carpenter  
Edmonton

## Wednesday, November 16

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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.**

Damon Bailey and Ritu Khullar

### Alberta Labour Arbitration Update

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

### Alberta Labour Relations Board Update

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

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

Kara O'Halloran and Jean Torrens

### 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.

## Thursday, November 17

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

Gary Bainbridge and Kevin Wilson

### Accommodation Update

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

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

Mark Asbell (Chair), Kristan McLeod and Joyce Mitchell

### 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
3. **toll-free phone** 1-800-665-4411
4. **online** www.LabourLawOnline.ca

- Please register us for the Alberta Labour Law Review in Edmonton, November 16 & 17, 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)

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

ORGANIZATION \_\_\_\_\_

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CITY/TOWN \_\_\_\_\_

PROVINCE \_\_\_\_\_ POSTAL CODE \_\_\_\_\_

AREA CODE \_\_\_\_\_ TEL \_\_\_\_\_ FAX \_\_\_\_\_

E-MAIL \_\_\_\_\_

Payment is due prior to the program:

- Cheque enclosed payable to: Centre For Labour-Management Development
- Invoice my organization attn: \_\_\_\_\_
- GST exempt, Registration No. \_\_\_\_\_
- Purchase Order No. is attached

Charge to the following credit card:  VISA  MASTERCARD  AMEX  DISCOVER

CARD # \_\_\_\_\_ 3-DIGIT CODE \_\_\_\_\_

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CARDHOLDER SIGNATURE \_\_\_\_\_

## Incorrect address? Receiving duplicates?

Please E-MAIL [Info@LabourLawOnline.ca](mailto:Info@LabourLawOnline.ca) or  
FAX toll-free 1-800-665-5990 or PHONE toll-free 1-800-665-4411

**Mail Room Personnel:**  
If undeliverable, please reroute to your organization's Human Resources Manager or Business Agent



141 Bannatyne Ave., Suite 250  
Winnipeg, Manitoba R3B 0R3  
Phone (204) 956-0800 Fax (204) 956-0515  
Info@LabourLawOnline.ca

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 **\$199** (standard, single/double plus taxes) has been arranged for registrants at the Westin Edmonton, 10135-100 St. in downtown Edmonton.

Phone hotel reservation directly at **(780) 426-3636** and ask for the group rate for "The Alberta Labour Law Review." Reserve early as availability is limited.

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 9, 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



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