



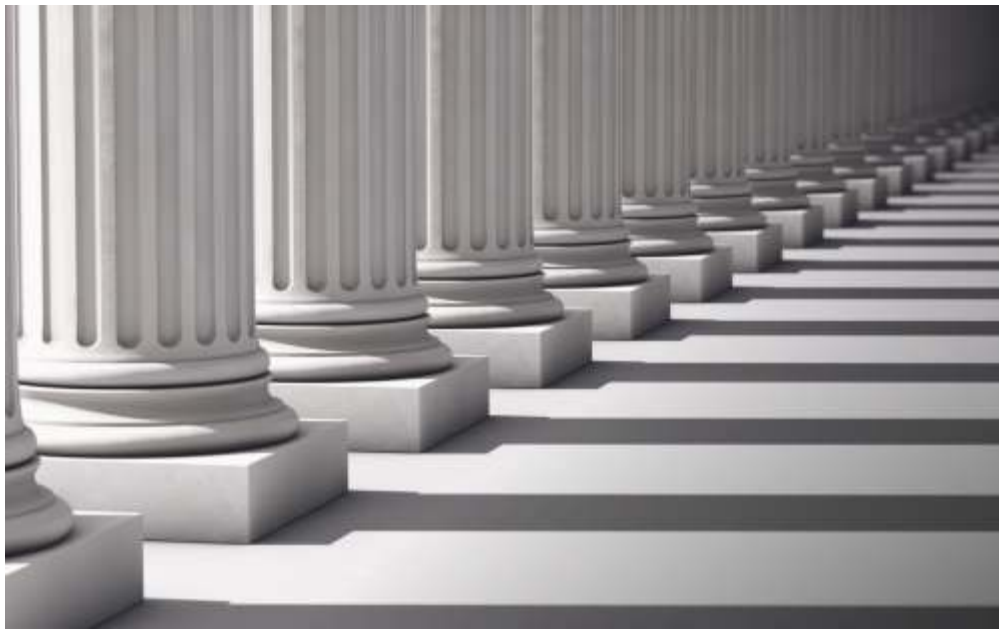
MACPHERSON LESLIE  
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LAWYERS

Regina • Saskatoon • Calgary • Edmonton  
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EMPLOYERS' COUNSEL

# EMPLOYMENT & LABOUR LAW UPDATE 2011

Keeping Employers Up to Date with the  
Latest Development in Employment & Labour Law



Calgary - October 26, 2011  
Edmonton - November 3, 2011

# Featured Speakers



SEAN FAIRHURST delivers preventive practices advice to employers on employment agreements, particularly on non-competition, non-solicitation and confidentiality obligations. He has litigated employment agreements at all levels of the Alberta Courts, and conducted numerous mediations concerning employment contracts. He has litigated human rights issues before the BC Human Rights Tribunal and the Alberta Human Rights Commission.



ROB GARDEN, Q.C. is MLT Calgary's most experienced employment & labour lawyer. Rob has negotiated numerous complex collective agreements and construction project agreements, and has served as an interest and rights arbitrator. He has appeared before the Canada Industrial Relations Board and provincial labour relations boards, human rights tribunals and superior courts.



KELLI LEMON practices in the areas of employment and labour, immigration law, professional discipline and litigation. She has appeared before the Provincial Court and Court of Queen's Bench of Alberta and has experience advising clients on dispute resolution strategies.



WALTER PAVLIC, Q.C. practices exclusively in the area of employment & labour law with MLT Edmonton, providing advice and representation on labour relations and employment law matters to management in small and large businesses. He has significant experience with collective bargaining, human rights complaints, discipline issues, wrongful dismissal litigation, employment contract preparation, non-competition actions, grievance arbitrations and LRB hearings.



LEN POLSKY is an experienced litigator who has acted for clients before labour and administrative boards and tribunals, in private and judicial mediations and before all levels of courts in Alberta and the Northwest Territories. Len regularly speaks at conferences and is frequently interviewed and quoted on significant legal issues and cases of interest by radio, television and in the print media.



JEAN TORRENS provides proactive advice to employers on issues such as human rights, privacy, discipline and discharge, personnel policies, occupational health and safety, collective agreement administration and employment contracts. She represents employers before provincial and federal labour boards, arbitration boards, OH&S tribunals and Courts. Jean is the Chair of the CBA - Labour and Employment South Section.



KEVIN WILSON, Q.C. is head of MLT Saskatoon's Employment & Labour Law Group. Kevin provides strategic labour law advice and represents employers in employment and labour related litigation. Kevin has lectured extensively in Western Canada on diverse topics including human rights in the workplace, workplace discipline, and occupational health and safety.

## Update 2011 Employment & Labour

Workplace rules and practices evolve continuously. As an employer you need to be aware of new developments in employment & labour law, regardless of how many employees you have. Effective human resource strategies depend on it.

The MLT Employment & Labour Law Update will bring you up to date on changes in the law to help you develop proactive human resources policies.

This seminar will be presented by an experienced group of MLT's employment law practitioners from Calgary, Edmonton and Saskatoon.



# The Program

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8:30 - 9:00 Registration and Breakfast  
9:00 - 9:10 Introduction

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9:10 - 10:00 Alberta Employment Case Law Update - What Were They Thinking?  
 Review significant Alberta employment cases from 2010-11  
 What's new? What's surprising?  
 Strategies to minimize risk

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10:00 - 10:15 Break

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10:15 - 11:00 Discipline for OH&S Violations  
 Potential OH&S and Criminal Code liability  
 Critical importance of imposing discipline  
 Factors in assessing level of discipline

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11:00 - 12:00 New Frontiers in Human Rights Law  
 New mental illnesses  
 Obesity as a perceived disability  
 Telecommuting  
 Status of family status

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12:00 - 1:00 Lunch (provided)

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1:00 - 1:45 Workplace Investigations  
 Proper investigation process  
 When to engage an Independent Investigator  
 Risks of faulty investigation

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1:45 - 2:30 Employee or Independent Contractor - The Risk Factor  
 Legal Tests  
 Risks of getting it wrong  
 Best practices in contracts, policies and discipline

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2:30 - 2:45 Break

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2:45 - 3:30 Open Forum Panel  
 Senior Employment & Labour lawyers answer your questions on any employment-related topic.

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**This seminar qualifies for 7.5 CHRP recertification points in 2011 and 5.0 points if filed in 2012.**

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Program and speakers are subject to change.



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# Registration

## EMPLOYMENT AND LABOUR LAW UPDATE 2011

To Register yourself or others from your organization for this seminar, please fax or mail this reply to:

Sandra Janzen

MacPherson Leslie & Tyerman LLP

1600 Centennial Place

520 - 3rd Avenue SW

Calgary AB T2P 0R3

Phone: 403.693.2631

Fax: 403.508.4349

Email: seminars@mlt.com

Cost: \$375.00 per person + \$18.75 GST = \$393.75. Sign up 3 - get the 4th free.

Registration Deadline: October 14<sup>th</sup> for Calgary seminar and October 21<sup>st</sup> for Edmonton seminar. Space is limited. Late registrations will be accommodated as space permits.

Substitutions: May be made at any time.

Hotel Reservations: MLT has booked a block of guest rooms for seminar attendees. Call the Westin Edmonton at 780.493.8999 or 1.800.937.8461, or the Hyatt Regency Calgary at 1.888.421.1442. Reference code: "MLT Employment & Labour Law Update" to reserve your room today.

Rooms must be booked by September 16, 2011 for the Hyatt Regency Calgary and October 7, 2011 for the Westin Edmonton.

\*\*Only employer representatives are eligible to attend. We reserve the right to decline registrants.

Company \_\_\_\_\_ Total Attending \_\_\_\_\_

Name \_\_\_\_\_ Title \_\_\_\_\_ Email \_\_\_\_\_

Name \_\_\_\_\_ Title \_\_\_\_\_ Email \_\_\_\_\_

Name \_\_\_\_\_ Title \_\_\_\_\_ Email \_\_\_\_\_

Name \_\_\_\_\_ Title \_\_\_\_\_ Email \_\_\_\_\_

Address \_\_\_\_\_ Phone \_\_\_\_\_

City \_\_\_\_\_ Postal Code \_\_\_\_\_ Fax \_\_\_\_\_

Method of Payment

Cheque  Visa  MasterCard  American Express  Please Invoice (Attn: \_\_\_\_\_)

Credit Card No. \_\_\_\_\_ Expiry Date \_\_\_\_\_

Name on Credit Card \_\_\_\_\_ Signature \_\_\_\_\_

Location (Please check one)

Calgary - October 26, 2011 - Hyatt Regency Calgary

Edmonton - November 3, 2011 - Westin Edmonton

The seminar will run from 9:00 a.m. through 3:30 p.m.

Breakfast, lunch and refreshments will be provided for all participants.

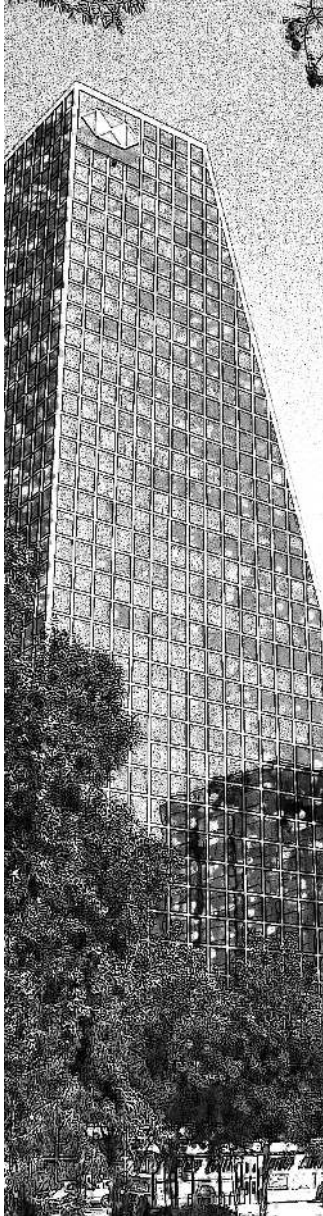
Confirmation of Registration will be sent to email address provided.

GST #121975544



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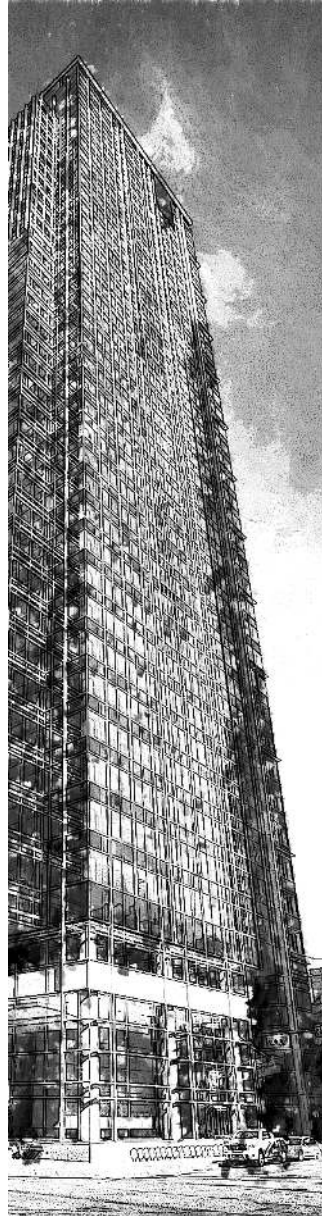
Phone: (306) 347-8000



**SASKATOON**

1500 Saskatoon Square  
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Saskatoon SK S7K 5T6

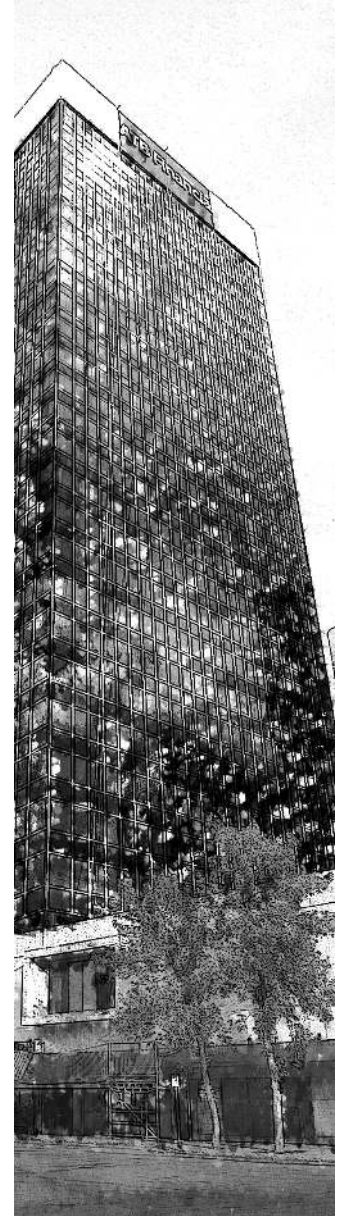
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