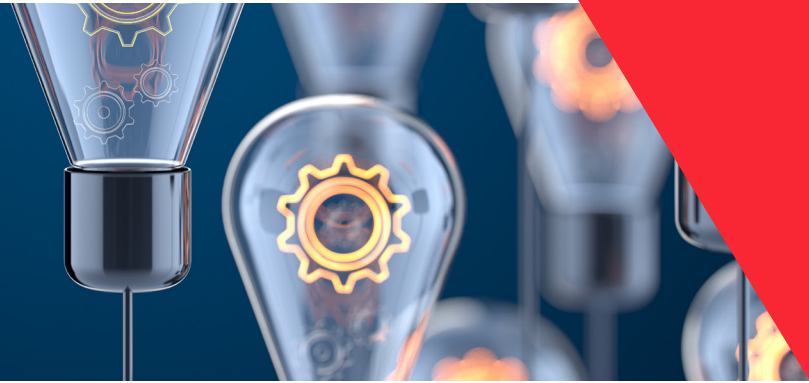


Presented by Ogletree Deakins'

TORONTO AND MONTRÉAL OFFICES



You're invited to an informative and educational briefing to address the latest labour and employment law topics impacting employers.



DATE

Wednesday, May 3, 2023



TIME

8:00 – 10:30 a.m.

(Registration and breakfast will begin at 7:30 a.m.)



COST

Complimentary



LOCATION

Hotel X Toronto
111 Princes' Boulevard
Toronto, ON M6K 3C3
(647) 943-9300



REGISTRATION

Register online at www.ogletree.com, or contact Vivian Thai at (416) 637-9065 or vivian.thai@ogletree.com. To request an accommodation for a disability, please email accessibility@ogletree.com as soon as possible.



This program has been approved by the Human Resources Professionals Association for 1.75 CPD hours.

AGENDA

7:30 – 8:00 a.m.

REGISTRATION AND BREAKFAST

8:00 – 8:10 a.m.

WELCOME AND INTRODUCTION

Presenter: Hugh A. Christie

8:15 – 8:35 a.m.

RESTRICTIVE COVENANTS

- Drafting restrictive covenants—how to impose, respond
- Ontario’s new law against noncompetes
- Alternative strategies for protecting your business

Presenters: Michael Comartin and Emily Cohen-Gallant

8:40 – 9:00 a.m.

ATTENDANCE AND ABSENTEEISM

- Employers’ right to manage performance, attendance, and absenteeism issues
- Managing “culpable” absenteeism
- Managing “non-culpable” absenteeism
- ESA-protected leaves

Presenters: Stephen Shore and Gloria Ilunga

9:00 – 9:15 a.m.

BREAK

9:15 – 9:35 a.m.

TOP TIPS FOR INVESTIGATIONS

- Best practices and checklist
- Top tips for defensible investigations
- When to engage a third-party investigator
- OHSA vs. Non-OHSA

Presenters: Kathryn J. Bird and Jordan D. Simon

9:40 – 9:55 a.m.

PARDON THE INTERRUPTION! QUÉBEC STYLE: WHAT YOU NEED TO KNOW TO DO BUSINESS IN QUÉBEC

- Bill 96
- Privacy requirements
- ESA recourses
- Harassment complaints
- Termination provisions

Presenters: Lucie Guimond and Ryan Martin

10:00 – 10:15 a.m.

LOOKING AHEAD—TRENDS AND PREDICTIONS: WHAT TO WATCH OUT FOR

- COVID-related cases
- Managing remote/hybrid work
- Ongoing battle over termination clauses
- More “bad faith” damages
- Modernizing employment standards legislation

Presenters: Edward Majewski and Osaro Obaseki

10:20 – 10:30 a.m.

CLOSING COMMENTS

Presenter: Stephen Shore