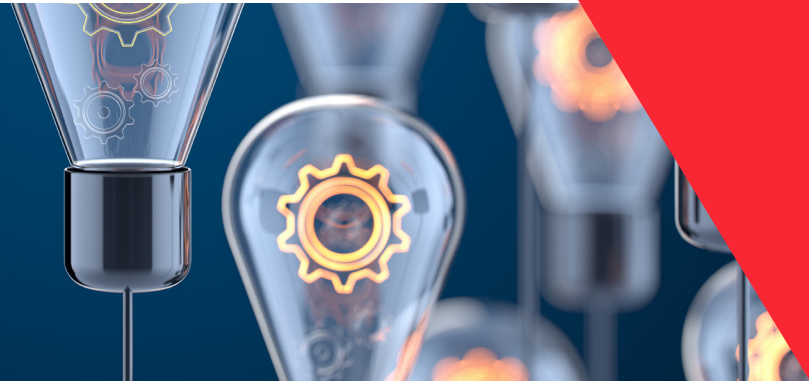


Presented by Ogletree Deakins'

TORONTO OFFICE



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



DATE

Thursday, April 4, 2024



TIME

8:00 – 11:00 a.m.

(Registration and breakfast will begin at 7:00 a.m.)



COST

Complimentary



LOCATION

Toronto Congress Centre
650 Dixon Road
Toronto, ON M9W 1J1
(416) 245-5000



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 for 2.5 CPD hours by the Human Resources Professionals Association.

AGENDA

7:00 – 8:00 a.m.

REGISTRATION AND BREAKFAST

8:00 – 8:10 a.m.

OPENING AND WELCOME

Presenters: Hugh A. Christie and Kathryn J. Bird

8:10 – 8:45 a.m.

RETIREMENT ON THE JOB

Wake up Boomer! An aging workforce drives an increase in an age-old problem: what to do about employees who retire on the job? This session will offer practical strategies and tactics for dealing with employees whose days of high contribution and productivity seem numbered. The speakers will discuss how to carefully open a conversation about transitioning to retirement and doing so in a way that honors long service—while avoiding accusations and claims of age discrimination. Creativity is the name of the game and the speakers will provide real-life examples of retirement agreements that manage the wind-down process in a mutually agreeable way.

Presenters: Michael Comartin and Alia S. Besharat

8:45 – 9:30 a.m.

CRISIS MANAGEMENT: WHEN GOING WITH THE FLOW IS NOT AN OPTION

Join this session as the speakers discuss best practices for crisis management drawn from their experiences responding to the latest headline-grabbing crises. From addressing the media to communicating with employees, the speakers will provide a step-by-step guide for managing the fallout and moving through to the other side.

Presenters: Kathryn J. Bird and Megan Evans, *Vice President and Chief Legal and Risk Officer, SickKids*

9:30 – 9:45 a.m.

BREAK

(Lucie Guimond and Ryan Martin from our Montréal office will be available to answer Québec-related employment and labour law questions during the break.)

9:45 – 10:30 a.m.

UNION CAPTURE OF MILLENNIALS AND GEN Z

Unions are increasingly gaining favour with younger workers with the result that waves of union campaigns are hitting workplaces, both blue-collar and white-collar alike. In this session, the speakers will discuss how employers might consider addressing the new union movement—whether as an already unionized employer dealing with demands that are less about economics and more about social investment, or as a non-union employer seeking to maintain a direct relationship with its employees in an environment where unions are showing an ever-improving ability to connect and engage.

Presenters: Stephen Shore, Shir Fulga, and John T. Wilkinson

10:30 – 11:00 a.m.

POST-EMPLOYMENT OBLIGATIONS

After a termination or resignation, what do former employees owe their employers? This session will outline the obligations that employees may have toward their employers, after their employment comes to an end. The speakers will address the types of ongoing obligations employees may have toward their employers, the steps employers can take to establish post-employment obligations, and ways to manage these obligations following the end of the employment relationship.

Presenters: Edward Majewski and Jordan Simon

11:00 a.m.

CLOSING REMARKS

Presenters: Osaro Obaseki and Gloria Ilunga

QUÉBEC Q&A (OPTIONAL)

Presenters: Lucie Guimond and Ryan Martin