

Saskatoon – May 10 | Regina – May 15

# SASKATCHEWAN LABOUR UPDATE 2018



Keeping employers up-to-date with the latest developments  
in labour and employment law.

**EMPLOYERS' COUNSEL**

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**MLT AIKINS**

WESTERN CANADA'S LAW FIRM

# SASKATCHEWAN LABOUR UPDATE 2018

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

This seminar will inform you of recent developments in the law and help you learn how to deal successfully with the issues they raise. The MLT Aikins Labour Update is designed for both unionized and non-unionized employers. We'll get you up-to-date on changes to the rules and help you develop proactive human resources policies.

## ON THE AGENDA

### Arbitration Update

- Review the latest cases on discipline and discharge
- Learn from current trends in arbitration cases - when is discipline appropriate?
- Examine other recent developments for Saskatchewan employers

### Labour Relations Board Update

- Review developments on what constitutes an appropriate bargaining unit
- Hear about the latest cases on unfair labour practices and employer communications
- Get up-to-date on other recent developments from the Labour Relations Board

### Preventing Workplace Sexual Harassment

- Find out what the recent exposure of high profile sexual harassment cases means for your workplace
- Ensure your workplace policies are properly equipped to prevent and deal with sexual harassment
- Learn what to do when a formal harassment complaint is filed

### Accommodation Update

- Hear the latest developments on accommodating physical and mental disabilities
- Understand the legislative framework for Saskatchewan
- Review the developments in the law regarding legal and medical marijuana

### Social Media and the Workplace

- Identify when social media use warrants discipline
- Learn when it is acceptable to use social media posts as evidence of abuse of sick leave
- Develop strategies to mitigate the risks of improper social media use to your organization

### Open Forum

- Senior employment and labour lawyers answer your questions on any employment-related topic

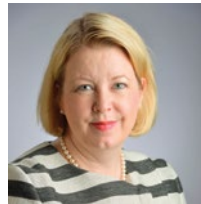


**This seminar qualifies for 5.0 CPHR CPD hours and 5.0 CPD hours for members of the Law Society of Saskatchewan.**

# SPEAKERS



**Riva Farrell Racette** is a member of the Timiskaming Algonquin First Nation. She focuses her practice on labour and employment and human rights law. She has experience drafting and preparing materials for arbitrations, trials and appeals, and has made appearances at the same. Riva also works extensively with First Nations, advising on band governance and associated administrative law issues, including land management, membership codes, election codes and disputes, and band bylaws.



**Meghan McCreary, Q.C.**, is a labour and employment partner, acting across Western Canada for private and public sector employers in unionized and non-unionized work environments. She is recognized as one of the *Best Lawyers in Canada* – labour and employment law and has been named one of Canada's Leading Lawyers in *The Canadian Lexpert Legal Directory* – employment (management) and workplace, and human rights. Meghan provides strategic, results-based advice and representation to employers.



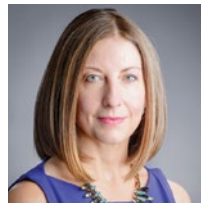
**Robert Frost-Hinz** provides employers with guidance and assistance on a wide variety of labour and employment issues, including labour relations and collective agreement negotiation and interpretation, employment standards, OH&S, policy development, discipline and discharge along with human rights and accommodations. Robert has represented clients before the Saskatchewan Court of Appeal, Court of Queen's Bench and Provincial Court along with a variety of boards, tribunals and arbitrators.



**Leah Schatz, Q.C.**, works collaboratively with clients in the labour and employment area to create workplace solutions to assist them in achieving their human resource objectives. She advises on issues related to the workplace, and acts in a variety of roles in collective bargaining, occupational health and safety and human rights, including representing employers as chief spokesperson during collective bargaining and conducting workplace investigations.



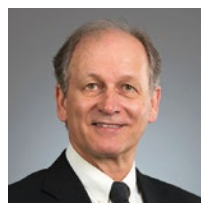
**Amy Gibson** carries on a general labour and employment practice. She advises employers on a variety of labour issues, including union certification drives, collective agreement interpretation, labour disputes, workplace policies, discipline and discharge, employment contracts, OH&S, workers' compensation, labour standards and human rights. She has experience with a variety of court and administrative proceedings as well as representing clients before the Saskatchewan Labour Relations Board and in Canada Labour Code unjust dismissal adjudications.



**Jean Torrens** acts as a strategic partner with human resources and business leaders to manage complex legal situations involving employees and unions. She has extensive experience acting for management in conducting collective bargaining, advising on discipline and terminations, navigating challenging human rights and harassment situations, and defending employers facing litigation. She helps employers prepare proactively for medical and legalized recreational marijuana, and supports employers responding to urgent OH&S situations.



**Eileen Libby, Q.C.**, acts as counsel to employers in the full range of labour relations and employment law matters, including collective bargaining negotiations, arbitrations, restructuring, labour relations board matters, human rights proceedings and occupational health and safety matters. In addition to labour and employment, she practises extensively in the areas of professional regulation and health law.



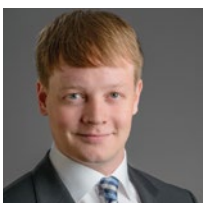
**Michael Tochor, Q.C.**, has extensive involvement in administrative and public law matters. He has acted on behalf of various provincial licensing and regulatory bodies and for a number of clients appearing before professional and administrative tribunals. A significant part of his practice involves representing clients on investigations and charges under *The Saskatchewan Employment Act*.



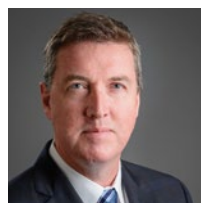
**Jana Linner** advises and represents public and private sector employers on labour, employment and human rights issues. She provides services related to collective agreement interpretation, labour relations, workplace policies, discipline and discharge and employment contracts. Jana has represented clients at Saskatchewan's Court of Appeal, Court of Queen's Bench, Provincial Court, Labour Relations Board and various administrative boards and tribunals.



**Shannon Whyley** brings a strong foundation to her labour and employment law practice with an educational background in Human Resource Management. She has spent more than 10 years advising employers on issues affecting the workplace and is a member of the Board of Directors of CPHR Saskatchewan. She acts for unionized and non-unionized employers, including small and medium-sized businesses, national and multi-national corporations, municipalities, First Nations employers and not-for-profit organizations.



**Brent Matkowski** assists unionized and non-unionized employers with a variety of labour and employment law issues, including labour relations, human rights, occupational health and safety, workers' compensation, labour standards, employment contracts employer policies, and discipline. Brent has appeared before Saskatchewan's Court of Appeal, Court of Queen's Bench, Provincial Court and Labour Relations Board.



**Kevin Wilson, Q.C.**, has practised almost exclusively in the area of management side labour and employment law since 1989, for both unionized and non-union clients. He provides strategic and legal advice to employers in Saskatchewan. In addition, Kevin regularly appears before the Saskatchewan Labour Relations Board, courts, arbitration boards and other administrative tribunals on behalf of employers. He is the former Chair of the Canadian Bar Association's National Labour and Employment Law section.

# REGISTER

## Saskatchewan Labour Update 2018

### Email, fax or mail completed registration form to:

Sandra Janzen, MLT Aikins LLP P: (306) 956-6957  
1500-410 22<sup>nd</sup> St E F: (306) 975-7145  
Saskatoon, SK S7K 5T6 seminars@mltaikins.com

### LOCATION/DATE:

#### Please choose one:

- Saskatoon: Thursday, May 10, 2018, Sheraton Cavalier, 612 Spadina Cres E  
 Regina: Tuesday, May 15, 2018, DoubleTree by Hilton Regina, 1975 Broad St

Registration: 8:30 a.m. | Seminar: 9 a.m. to 3:30 p.m.

### REGISTRANT INFORMATION:

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

Name: \_\_\_\_\_ Title: \_\_\_\_\_

Email: \_\_\_\_\_ CPHR Member:

Name: \_\_\_\_\_ Title: \_\_\_\_\_

Email: \_\_\_\_\_ CPHR Member:

Name: \_\_\_\_\_ Title: \_\_\_\_\_

Email: \_\_\_\_\_ CPHR Member:

Name: \_\_\_\_\_ Title: \_\_\_\_\_

Email: \_\_\_\_\_ CPHR Member:

Address: \_\_\_\_\_

City: \_\_\_\_\_ Postal Code: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

### METHOD OF PAYMENT:

**\$450 per person + GST (\$22.50) = \$472.50**

*Breakfast, lunch and refreshments will be provided.*

Cheque Enclosed  Visa  MasterCard  AMEX

GST Exempt, Reg. No. \_\_\_\_\_

Credit Card #: \_\_\_\_\_

Expiry Date: \_\_\_\_\_

Name on Card: \_\_\_\_\_

Signature: \_\_\_\_\_

*Registration deadline is April 27, 2018.*

*Cancellations must be received by May 3, 2018 (Saskatoon) or May 8, 2018 (Regina) to receive a refund. Substitutions may be made at any time.*

*Confirmation of registration will be sent to email address provided.*

*Registration is limited.*

*Only employers or their representatives are eligible to attend. We reserve the right to decline registrants.*

**GST #121975544**