



HUMAN RESOURCES  
LAW AND ADVOCACY



Human Resources  
Professionals  
Association

## 13th Annual HR Conference An Update On Employment & Labour Law

**Date: Thursday, October 27th, 2011**

**Time: 8:45am-4:00pm**

**Location: Cobourg Best Western Inn & Convention  
Center 930 Burnham Street, Cobourg, Ontario**



**Receive valuable information and guidance from Hicks Morley, Canada's leading law firm which devotes its practice exclusively to representing employers on human resources law and advocacy issues. Listen to updates and in depth sessions on:**

- *Labour and Employment Law Developments*
- *AODA*
- *Changes at WSIB*
- *Managing Complex Terminations*

**Don't be Disappointed. Register Early!**



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13th Annual HR Conference  
An Update On Employment & Labour Law

*Dear Members and Friends:*

*Welcome to the 13<sup>th</sup> Annual HR Conference!*

*On October 27<sup>th</sup>, you are invited to invest your time in a local professional development opportunity designed to provide you and your colleagues with the latest information regarding human resources in the workplace. Our conference this year will provide key updates on employment and labour law, focusing on topics such as updates to Accessibility for Ontarians with Disabilities Act, changes at WSIB and managing complex terminations.*

*The updates and information being presented by lawyers from Hicks Morley will benefit human resources professionals as well as business owners and others who have responsibility for managing their organizational workforce.*

*Our conferences have historically attracted large numbers of participants.*

***Make sure to register early to avoid disappointment!*** *This is a great opportunity to network with fellow HR professionals and have the opportunity to ask those questions that are most important to you and your workplace.*

*As a reminder, this seminar will credit you with points towards renewing your CHRP designation and will also give you the opportunity to win some great prizes!*

*Come join us on the 27<sup>th</sup>. We look forward to seeing you!*

Nadine Langlois, CHRP  
President  
Quinte Chapter

Wendy Perry, CHRP  
President  
Northumberland Chapter

**Door Prizes!!**

Gift Certificates  
HRPA Membership Renewal for Current  
Member  
2012 HRPA Membership for New  
Member

\*Must be in attendance to win.





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13th Annual HR Conference  
**An Update On Employment & Labour Law**

Agenda

- 8:45 am**      **Welcome**
- 9:00 am**      **Whirlwind Tour of Key Labour & Employment Law Developments**
- Privacy Update: *R v. Cole*, 2011 Ont. C.A
  - Occupational Health and Safety: What's New?
  - Current Bargaining Trends
  - Social Networking and the Workplace
  - Employment Standards Update
- 9:45 am**      Session 1      **Sweeping Changes at the WSIB**
- 10:30 am**      **Break**
- 10:50 am**      Session 2      **“Undue Hardship” - Reaching the Threshold**
- 11:30 am**      Session 3      **Occupational Health & Safety Update**
- 12:00 pm**      **Lunch**
- 12:30 pm**      **Keynote Speaker, Bruce McLeod PCC CEC**  
**“Being Deliberate About Your Culture” How do HR professionals make all these rules, regulations, and procedures part of who the company is, not what the company does?**  
Bruce's focus on coaching, leadership development, and facilitation has enabled his Human Resources team to become a highly valued and sought after business partner. His insight and guidance allows C-level executives and senior managers to uncover, define and then drive their value proposition. This paves the way for his clients to bring more value to the firm, their careers, and ultimately, their lives.
- 1:15 pm**      Session 4      **Managing Complex Terminations**
- 2:00 pm**      Session 5      ***Accessibility for Ontarians with Disabilities Act (AODA)***
- 2:45 pm**      **Hicks Morley Panel—Question and Answer Session**
- 4:00 pm**      **Closing Remarks**

*Green Conference*

*If required, presentations/notes will be available for download at the conclusion of the conference. Details will be made available to attendees.*



## Hicks Morley Speakers

### **SOPHIA DUGUAY** [sophia-duguay@hicksmorley.com](mailto:sophia-duguay@hicksmorley.com)

Sophia Duguay practices in our Kingston office and provides a full range of labour relations and employment law advice to both public and private sector employers. She regularly conducts negotiations and represents employers at interest arbitrations. Sophia also provides advice and interpretation of collective agreements, and appears before rights arbitrators. She has assisted numerous municipalities and other employers in addressing restructuring issues and/or sale of business transactions involving the transfer of union and non-union employees. Sophia's practice also focuses on human rights matters and includes wrongful dismissal litigation. Sophia is fluently bilingual and can provide legal services in English and French.

### **VINCENT M. PANETTA** [vince-panetta@hicksmorley.com](mailto:vince-panetta@hicksmorley.com)

Vince Panetta received a Bachelor of Commerce in 1988, a Master of Industrial Relations in 1989 and his LL.B. in 1995, all from Queen's University. He was called to the Bar in 1997 and practised in all areas of labour and employment law until 1999 when he joined the firm. Prior to returning to law school, he was a Labour Relations Officer with the Toronto Construction Association, advising in matters of labour relations and negotiating Collective Agreements on behalf of numerous construction employers. Vince is located in the firm's Kingston office, providing a full range of advice and advocacy on all labour relations and employment law issues with some emphasis on collective bargaining and construction industry matters. Vince currently writes a monthly column on labour and employment law issues in various trade journals.

### **SIOBHAN M. O'BRIEN** [siobhan-obrien@hicksmorley.com](mailto:siobhan-obrien@hicksmorley.com)

Siobhan O'Brien is an Associate lawyer at the Hicks Morley Ottawa office. Her practice involves advising and representing a wide variety of public and private sector clients on all issues related to labour and employment matters in both unionized and non-unionized settings. She obtained her Juris Doctor degree from Queen's University. Prior to law school, Siobhan completed a Bachelor of Arts degree with distinction at Carleton University. As a law student Siobhan was Co-President of the Labour and Employment club. Upon graduation she received the Sack Goldblatt Mitchell Award in Labour Law, Employment Law and Human Rights. Siobhan has work experience with the Department of Foreign Affairs where she was actively involved in the corporate social responsibility initiative as well as the DFAIT Space Security publication. Siobhan volunteers time to the National Irish Canadian Cultural Centre in Ottawa. Siobhan articulated with Hicks Morley before being called to the Bar in 2009.

### **COLIN J. YOUNGMAN** [colin-youngman@hicksmorley.com](mailto:colin-youngman@hicksmorley.com)

Colin Youngman has an undergraduate degree from Lakehead University and an LL.B. from Queen's University (2005). Colin advises and represents both unionized and non-unionized employers throughout Eastern Ontario. He is regularly engaged in wrongful dismissal litigation, labour arbitration cases, Ontario Labour Relations Board proceedings and human rights proceedings. Colin emphasizes proactive and creative solutions to workplace issues and disputes. Prior to entering law school, Colin worked as a Social Worker at the Frontenac Children's Aid Society in Kingston. Colin is an active member of the Board of Directors with Big Brothers Big Sisters Kingston, Frontenac, Lennox and Addington and is also a board member with the Kingston District Human Resources Professional Association.

### **ANDREW N. ZABROVSKY** [andrew-zabrovsky@hicksmorley.com](mailto:andrew-zabrovsky@hicksmorley.com)

Andrew Zabrovsky is an Associate lawyer in Hicks Morley's Toronto Office whose practice is focused on working with public and private sector employers on labour relations and human rights matters. Andrew routinely advises clients with both unionized and non-union workforces on progressive discipline and termination issues, wrongful dismissal complaints, employment contracts, severance agreements, and compliance with Provincial and Federal human resources legislation. Andrew has worked extensively with lawyers in both our Toronto and Kingston offices, and represents clients throughout central and eastern Ontario.

### **LEOLA W. PON** [leola-pon@hicksmorley.com](mailto:leola-pon@hicksmorley.com)

Leola advocates on behalf of employers in all areas of labour and employment law, with a particular focus on labour relations, employment, human rights, and workplace safety. Her practice includes a special focus on the *Accessibility for Ontarians with Disabilities Act, 2005 (AODA)*. She has extensive practical experience in collective bargaining and labour relations and is regularly engaged as speaker on topics such as the AODA, human rights, and workplace violence. Leola appears at proceedings before various tribunals and in court at the trial and appellate levels. Leola's legal practice is supplemented by years of prior practical work experience in the human resources and labour relations field as an advisor and as in-house legal counsel for a large public sector institution.

### **JASON E. MANDLOWITZ** [jason-mandlowitz@hicksmorley.com](mailto:jason-mandlowitz@hicksmorley.com)

Jason Mandlowitz advises private and public sector clients on issues relating to workplace safety and insurance, occupational health and safety, and absence management. This includes reviewing and developing policies and best practices, claims management, financial issues management and preparation for government reviews/audits. Jason also provides education and training for senior executives, managers/supervisors and practitioners on legislation, regulations, WSIB and health and safety programs and employer policies/best practices.



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Members: \$200

Non-Members:\$250

**To Register:**

Online: [Register now](#)

Website: [www.hrpaquinte.ca](http://www.hrpaquinte.ca)

**Please note:** Registrations cannot be processed unless accompanied by payment.

Mail: Please complete the details below and send along with a cheque to:

HRPA Quinte c/o Teresa Hale Ebbers  
85 Davy Rd. P.O. Box 909  
Belleville, ON K8N 5B6  
(613) 966-9220 x226

**Cancellation & Substitution Policy**

Cancellations will be accepted up to two weeks prior to the conference subject to a \$50.00 cancellation charge. After October 20, 2011, no cancellations will be accepted. Substitutions may be made up to the day of the conference. Please notify us at [quintehrpa@gmail.com](mailto:quintehrpa@gmail.com) of any substitutions.

**\*Detach and submit with cheque\* (Check payable to HRPA (Quinte))**

Chapter Name: \_\_\_\_\_ Membership#: \_\_\_\_\_

Registrant's Name: \_\_\_\_\_

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Check one:  HRPA Member \$200  Non-Member \$250