

**Registration  
Form  
Law Series '12**

Register for both events  
and save \$15!\*

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**SAVE!**  I'm a member, register me for both events  
for a total fee of only **\$45.00**

**SAVE!**  I'm not a member yet, but register me for  
both events for a total fee of only **\$55.00**

**Only register me for the following seminar(s):**

**(\$30 for members, \$35 for guests, per seminar)**

January 18, 2012

February 15, 2012

MasterCard

Cheque Enclosed

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**Total:** \_\_\_\_\_

*Fees include GST*

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Registrations accepted **only** upon receipt of payment.  
Cheque or credit cards are accepted. Cheques should be  
made payable to *HRPA Durham Chapter*.

**\*No cancellations for any seminar after December 31,  
2011 under discounted rate.** Cancellation dates for  
individually purchased seminars will be one week prior to the  
seminar date. **No refunds will be provided for  
cancellations after the cut off dates; substitutions only.**

*Register for  
both events  
and save \$15!*

Join us at Sports Garden Café, Whitby  
Ontario

Wednesday, January 18, 2012

Wednesday, February 15, 2012

For our latest seminar series on  
Employment Law!

Excellent speakers, informative and relevant  
topics, this is one series you won't want to miss!

Agenda for Each Session:

- 7:30 a.m. Registration
- 7:40 a.m. Breakfast
- 8:00 a.m. Presentation
- 9:45 a.m. Q & A
- 10:00 a.m. Adjournment

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Human Resources Professionals Association of Durham



Human Resources  
Professionals  
Association  
**Durham  
Chapter**

TM

**Presents**

**2012**

**Employment Law  
Seminar Series**



**Sports Garden Cafe**  
*500 West Victoria Street, Whitby*

Wednesday, January 18, 2012

Wednesday, February 15, 2012

**Register for the complete  
series and save \$15!\***

## Katherine Ford



Katherine Ford is a lawyer with Sherrard Kuzz LLP and represents employers in all aspects of the employment relationship. She assists employers during the hiring and termination process, with employment contracts as well as with workplace training and education. Katherine is also experienced in litigating before the Courts, the Human Rights Tribunal of Ontario, the Labour Relations Board and before labour arbitrators. As a component of her practice, Katherine deals extensively with human rights related matters, including issues of workplace accommodation. She also counsels employers on effectively responding to and defending against wrongful dismissal litigation.

Katherine is a Member-at-Large of the National Labour and Employment Section of the Canadian Bar Association, and a member of the Ontario Bar Association. She is called to the Bar in both Ontario and British Columbia.

Katherine has written and lectured for and at industry and client seminars on a variety of employment and labour issues. She is a graduate of the University of British Columbia Law School and holds a Bachelor of Arts, Honours Degree, in Psychology from Queen's University.

## Erin Kuzz



Ms Kuzz represents employers in all areas of employment and labour law, appearing before the Labour Board, arbitrators and other tribunals. Having practiced labour and employment law for more than a decade, she has earned a reputation for practical, results-oriented advice. Erin has chaired a number of national labour relations conferences, conducted national audio conferences and regularly speaks at Sherrard Kuzz's *HReview* Breakfast Seminars. She conducts educational and training seminars for employers on a wide range of topics including health and safety, human rights, workplace violence and harassment, collective bargaining, progressive discipline, conducting workplace investigations, attendance management, and remaining union-free.

Erin is a Past Chair of the Labour and Employment Section of the Ontario Bar Association. She is widely published and has written extensively about a number of different issues including articles for the Canadian Institute of Chartered Accountants Magazine, Canadian Manufacturers and Exporters Magazine and Canadian Human Resources Reporter Magazine. She has also taught on labour relations issues at both York University and University of Toronto.University.

## Topics

### January 18, 2012 Employment Law Update

This seminar will review some of the new and emerging areas in employment law, with a specific focus on wrongful dismissal litigation. Topics will include:

Reasonable notice periods: Are they getting longer?

Damages for "bad faith" conduct post- *Honda v. Keays*

Human rights damages in the wrongful dismissal context

Building a just cause case for performance issues

### February 15, 2012 Hot Topics in Accommodation

How to effectively and appropriately accommodate for human rights-related issues is a difficult area for employers and human resource professionals to navigate. In this seminar we will cover the following topics:

What constitutes a disability?

Must an employer accommodate a request for time off to observe a religious holy day?

Family status and the request for accommodation: How far does the duty to accommodate extend?

Tips, traps and best practices for addressing accommodation requests