

# Ontario Employment & Labour Fall Seminar

Thursday, November 14, 2024

8:45 a.m. – 12 p.m. ET

Grow | Protect | Operate | Finance

Registration and breakfast 8:45 - 9:15 a.m.

Welcome remarks

**Andy Pushalik**, Partner, National Practice Group Leader

**Presentation** 9:15 – 10 a.m.

Topic and Description	Presenter	Location
Wrongful dismissal mediations	<b>Joy Noonan</b> , Principal, Neutral Solutions Inc.	5th floor

Break 10 – 10:10 a.m.

**Breakout sessions** 10:10 – 10:30 a.m.

Topic and Description	Presenters	Location
<p><b>How to say goodbye: Do's and don'ts of termination meetings</b></p> <p>There are few things more difficult for a manager to do than to terminate an individual's employment. Careful planning and preparation for the meeting is essential for a successful termination meeting and to minimize your organization's legal exposure. This session presents best practices to follow and some Do's and Don'ts of the separation process.</p>	<p><b>Andy Pushalik</b>, Partner, National Practice Group Leader</p> <p><b>Fatimah Khan</b>, Associate</p>	5th floor
<p><b>Just cause case law update</b></p> <p>For years, just cause terminations have been framed as the "capital punishment of employment law." However, a recent decision by the Ontario Superior Court of Justice offers a fresh perspective, suggesting that while the threshold is high, it is not insurmountable. In this workshop, we will discuss best practices and pitfalls employers face when asserting just cause.</p>	<p><b>Janice Pereira</b>, Senior Associate</p> <p><b>Mia Music</b>, Associate</p>	4th floor

Break 10:30 – 10:40 a.m.

## Breakout sessions 10:40 - 11 a.m.

Topic and Description	Presenters	Location
<b>Beware of quiet quitters: Managing employee performance</b> In this session we will discuss strategies to address employees who are disengaged or underperforming and best practices to manage employee performance and attendance in a hybrid work environment.	<b>Russell Groves</b> , Partner <b>Allison Buchanan</b> , Senior Associate	5th floor
<b><i>R v Greater Sudbury: When are you liable for the safety of other companies' employees?</i></b> This session provides an overview of the key points from the Supreme Court's decision in <i>R. v. Greater Sudbury (City)</i> , which upheld the judgement of the Ontario Court of Appeal finding the City of Sudbury liable for a fatal accident that occurred at a construction site owned by the City. This session will also discuss the decisions of the lower courts, after the Supreme Court remitted the matter to the lower courts to determine if the City exercised due diligence. The session will conclude with key take-aways for employers following these decisions.	<b>Adrian Miedema</b> , Partner <b>Emily Kroboth</b> , Associate	4th floor

Break 11 – 11:10 a.m.

## Presentation 11:10 – 11:40 a.m.

Topic and Description	Presenters	Location
<b>Dealing with complex accommodation cases</b> This presentation will provide employers with strategies and guidance for handling complex medical accommodation scenarios, including how to address invisible disabilities, insufficient medical notes, and long-term leaves of absence.	<b>Karina Pylypczuk</b> , Senior Associate <b>Simmy Sahdra</b> , Senior Associate	5th floor

Lunch 11:45 a.m.

## Accreditation

**LSO and LSBC:** First presentation qualifies for 45 minutes Substantive Credit. Each breakout session qualifies for 15 minutes Substantive Credit. The final presentation qualifies for 30 minutes Substantive Credit.

**HRPA:** This program has been approved for 2 Continuing Professional Development (CPD) hours of the Continuing Professional Development (CPD) of the Human Resource Professionals Association (HRPA). Please email [toronto.events@dentons.com](mailto:toronto.events@dentons.com) to receive your CPD code number upon completion.

