

# Annual employment and labour seminar

Friday, June 7, 2019

8:00 – 8:30 a.m.	<b>Registration and buffet breakfast</b>
8:30 – 10:10 a.m.	<b>Presentations:</b>
	Taryn Mackie <b>Opening remarks and program moderator</b>
	Chanelle Wong <b>Family matters: The “status” quo of family status discrimination</b> The B.C. Court of Appeal has recently affirmed the test for family status discrimination in B.C. We will discuss when the duty to accommodate family care giving responsibilities arises and the scope of the duty, using examples. We’ll also look at best practices when dealing with requests for family status accommodation.
	Jennifer Lang-Hodge <b>Whose fault is it anyway? Terminations for non-culpable absenteeism</b> In this presentation we will provide factual scenarios to demonstrate when you can, and when you probably should not, terminate an employee for non-culpable (non-blameworthy/innocent) absenteeism.
	Herb Isherwood and Dallan Poulin <b>What you missed while waiting for <i>Game of Thrones</i>: Workplace case law update</b> A review of the past year’s most significant cases impacting the workplace.
10:10 – 10:25 a.m.	<b>Break</b>
10:30 – 11:45 a.m.	<b>Presentations:</b>
	Marino Sveinson and Trevor Hughes, Deputy Minister of Labour (BC) <b>Advancing rights and protection for employees - Keeping up with workplace legislative reform</b> In this presentation we will provide an update on recent changes and potential reforms to workplace legislation in the provincial and federal sectors including insightful comments about the BC government’s initiatives directly from Trevor Hughes.
	John Cassell <b>Privacy in a digital age</b> In this session we’ll review recent developments in workplace privacy.
	Andrew Schafer <b>Beyond my control: Mental health and misconduct</b> This presentation will explore legal pitfalls and challenges in addressing misconduct or performance deficiencies in employees with mental health concerns. We will discuss how mental health issues might manifest themselves in the workplace and how they can show up as misconduct and performance deficiencies and examine the impacts mental health issues might have on your other employees and how to manage those dynamics.
11:45 a.m. – 12:00 p.m.	<b>Questions and closing remarks</b>