

# Navigating the Seas of Change: Employment Law Today

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For many business owners, employment law today must seem like they are sailing through stormy waters. Managing HR has always been complex, but in today's economy many employers are increasingly challenged by escalating labour costs, a lack of skilled workers and an ever changing legal landscape.

To assist, Pushor Mitchell is pleased to announce to local businesses its new employment law series, *Navigating the Seas of Change: Employment Law Today*. In this series of presentations, Pushor Mitchell's employment team will lead monthly conversations on a variety of topics of interest to business owners – from best practices in terminations, to international recruitment, to human rights in the workplace.

Designed to be informal, conversational and educational, these presentations will expose some of the pressures eroding a businesses' bottom line and will help managers implement strategies to control HR related expenses and risk.

## [The Elephant in the Room: Bullying, Harassment and Mental Illness](#)

*Presented by David M. Brown and Dr. Eric Kuelker, Registered Psychologist*

*September 18, 2014(9:30am-11:30am)*

A major threat to many businesses is the mental health of their workers, with personality conflicts and the erosion of confidence in the workplace being major causes of disability claims, absenteeism and employee turnover.

In this presentation, Dr. Eric Kuelker will discuss the essential role that trust plays in the employment relationship, and the impact that a breakdown of trust can have on an employee's health and wellbeing. David Brown will discuss the legal implications of bullying and harassment in the workplace, including employers' responsibilities under Occupational Health and Safety and the Human Rights Code.

### **Peas in a Pod: Effective Hiring Practices for Today's Employer**

*Presented by Tanja Halsall, HR Manager – Grant Thornton LLP and Joni Metherell*

*October 16, 2014 (9:30am – 11:30am)*

In today's era of labour shortages, many employers are frustrated by their inability to attract and retain qualified candidates. Unfortunately, with the BC Government predicting that 1,000,000 jobs will need to be filled in the province by 2020, it seems as though the problem will only get worse before it gets better.

In this presentation, Certified Human Resources Professional, Tanja Halsall will discuss effective hiring practices, exploring topics ranging from advertising to interviews. Employment lawyer Joni Metherell will complement Tanja's presentation by discussing the legal implications of creating an employment relationship and the important role that contracts and corporate policies play in minimizing long-term HR related liability.

### **"This Just Isn't Working Out": Controlling the Costs of Employee Terminations**

*Presented by Greg Pratch and David Brown*

*November 20, 2014 (9:30am – 11:30am)*

When new hires are brought on, employers always hope that the new employee will fit in, be pleasant, hardworking and will have a long and successful relationship with the company. Unfortunately, this is not always the case...

This presentation is designed to provide managers with an overview of the law of wrongful dismissal. It will equip attendees with strategies for reducing the costs of terminations, and will provide insight into effective practices for controlling the risks of employment related litigation.

### **The Good, the Bad and the Ugly: 5 Employment Law Lessons from 2014**

*Presented by Alf Kempf and David Brown*

*December 10, 2014 (9:30am-11:30am)*

Employment law is constantly evolving. To help navigate this changing environment, Pushor Mitchell is pleased to host a "year in review" to look back on some of the opportunities and challenges presented by 2014.

*The Good, the Bad and the Ugly* will present highlights and lessons from 2014. In doing so, Alf Kempf and David Brown will summarize notable cases from the BC Court of Appeal and Supreme Court of Canada, will address significant changes to legislation and will identify developing issues employers should be aware of.

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## EMPLOYMENT LAW GROUP



Alf Kempf  
250-869 -1215

[kempf@pushormitchell.com](mailto:kempf@pushormitchell.com)



Joni Metherell  
250-869 -1200

[metherell@pushormitchell.com](mailto:metherell@pushormitchell.com)



Mark Baron  
250-869 -1155

[baron@pushormitchell.com](mailto:baron@pushormitchell.com)



Greg Pratch  
250-869 -1194

[pratch@pushormitchell.com](mailto:pratch@pushormitchell.com)



David Brown  
250-869 -1114

[dbrown@pushormitchell.com](mailto:dbrown@pushormitchell.com)



Keri Grenier  
250-869 -1280

[grenier@pushormitchell.com](mailto:grenier@pushormitchell.com)



Mark Danielson  
250-869 -1284

[danielson@pushormitchell.com](mailto:danielson@pushormitchell.com)

# Registration Form

Description	Price	Subtotal
<b>The Elephant in the Room: Bullying, Harassment and Mental Illness</b> <i>September 18, 2014 (9:30am to 11:30am)</i>	\$50.00	
<b>Peas in a Pod: Effective Hiring Practices for Today's Employer</b> <i>October 16, 2014 (9:30am to 11:30am)</i>	\$50.00	
<b>"This Just Isn't Working Out": Controlling the Costs of Employee Terminations</b> <i>November 20, 2014 (9:30am to 11:30am)</i>	\$50.00	
<b>The Good, the Bad and the Ugly: 5 Employment Law Lessons from 2014</b> <i>December 10, 2014 (9:30am to 11:30am)</i>	\$50.00	

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