

Employment Law Today

Following our successful Fall 2014 employers series, Pushor Mitchell LLP is pleased to announce the continuation of its monthly presentations for Okanagan businesses. Designed to be informal, conversational and educational, these presentations will expose some of the hidden costs impacting a businesses' bottom line and will help managers implement strategies to control HR related expenses and risk.

[Drug and Alcohol Addictions in the Workplace](#)

Presented by Alf Kempf and David M. Brown

January 21, 2015

8:30am-10:00am

Difficulty: Advanced

Addictions issues are complicated and no employer is immune to them. Addictions also lay at an intersection of many challenging areas of law, including contract law, workplace safety and human rights.

In this presentation, Alf Kempf and David Brown will discuss these issues, with a specific focus on accommodation obligations that an employer owes to employees suffering from addiction and safety obligations that an employer owes to all of its workers. This presentation will also explore recent developments from the Supreme Court of Canada on addictions issues, including mandatory drug and alcohol testing.

Registration: [Drug and Alcohol Addictions in the Workplace](#)

Disability Management, Human Rights and the Duty to Accommodate

Presented by Greg Pratch and Derek Sienko, President, Diversified Rehabilitation Group

February 18, 2015

8:30am – 10:00am

Difficulty: Moderate - Advanced

Disability Management is a multi-dimensional process whereby employers engage in a deliberate and coordinated effort to reduce the effect of illness and injury on workforce productivity and to promote employee attachment.

In this presentation, Derek Sienko of Diversified Rehabilitation Group will present a discussion on best practices in disability management, including the importance of prevention, the employer's role in supporting recovery and effective practices in working with WorkSafeBC and disability insurance providers. Employment lawyer Greg Pratch will complement this presentation with an overview of human rights in the workplace and by leading a discussion on the always challenging topics of the duty to accommodate and undue hardship.

Registration: [Disability Management, Human Rights and the Duty to Accommodate](#)

The Devil in the Details: Privacy in the Workplace

Presented by Keri Grenier and Monic Pratch, Chief Privacy Officer – Fortis BC

March 18, 2015

8:30am – 10:00am

Difficulty: Moderate

With modern technology, it increasingly seems that our private and work lives are merging. Employees use company cell phones for personal calls, use office computers for Facebook, and may even have a home office where they store corporate records and files. With this new workplace dynamic, what are employers entitled to access? Can they view emails, browser history and search computer cookies? For that matter, what can employees request from their employers?

This timely discussion will discuss this interesting and evolving relationship. In *The Devil in the Details*, employment lawyer Keri Grenier will be joined by Monic Pratch, Chief Privacy Officer and In-house Counsel with Fortis BC. Together, Keri and Monic will explore traditional management rights that employers have relied upon and new challenges being presented by smart phones, social media and the *Personal Information Protection Act*.

Registration: [The Devil in the Details: Privacy in the Workplace](#)

Strategies for Early Conflict Resolution and Litigation Risk Mitigation

Presented by Joni Metherell and David Brown

April 15, 2015

8:30am – 10:00am

Difficulty: Introductory - Moderate

It's no secret that workplace conflict is stressful, disruptive and damaging to a company's reputation and productivity. Workplace relationship breakdown can also lead to months or years of expensive litigation.

In this presentation, employment lawyers Joni Metherell and David Brown will explore internal strategies for conflict resolution when issues arise within companies, as well as opportunities available in the rapidly expanding field of Alternative Dispute Resolution. Topics to be explored include early negotiation techniques, mediation opportunities and binding arbitration.

Registration: [Strategies for Early Conflict Resolution and Litigation Risk Mitigation](#)

Understanding Workers' Compensation and Occupational Health and Safety

Presented by Alf Kempf and Violet Frost, HR Manager – Agility Fuel Systems

May 20, 2015

8:30am – 10:00am

Difficulty: Moderate

Our workers' compensation scheme, which includes occupational health and safety regulations, is considerable in both size and complexity, encompassing everything from workplace injuries and occupational diseases to workplace bullying and how high railings need to be.

This presentation will provide high-level and practical insight into BC's Workers' Compensation system. Senior employment lawyer, Alf Kempf, will describe WorkSafeBC's intake and initial assessment process, the appeal process and strategies that an engaged employer can use to contest doubtful claims. Accompanying Alf will be Violet Frost, HR Manager with Agility Fuel Systems, to discuss the practical realities of working with WorkSafeBC and injured employees.

Registration: [Understanding Workers' Compensation and Occupational Health and Safety](#)

[An Inside Look into Employment Standards](#)

Presented by Joni Metherell and Greg Pratch

June 17, 2015

8:30am – 10:00am

Difficulty: Introductory - Moderate

The BC Employment Standards Act establishes minimum requirements that all BC employers owe their employees. While all employers want to respect these legal obligations, knowing what these are and how to implement them can mean the difference between a satisfied workforce and a visit from an Employment Standards Investigator!

How much vacation does my staff get? When do I have to pay overtime? Do I have to pay staff on a leave of absence? How long do I have to keep my pay records? These questions and many more will be answered during this timely discussion.

Registration: [An Inside Look into Employment Standards](#)

[Help Us Spread the Word!](#)

Many hear about our employment presentations by word of mouth. If you have benefitted from one of our past presentations, we hope that you will recommend them to your industry peers.

If a person you refer attends one of our presentations, **we will waive your registration fee** to an upcoming talk. All we ask is that:

1. You have attended a presentation in the last 6 months;
2. The person being referred has not attended a presentation in the last 6 months; and
3. You and the person being referred work for different organizations.

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EMPLOYMENT

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