



The Hamilton Law Association Presents

# 20TH ANNUAL EMPLOYMENT LAW SEMINAR

Thursday November 16th, 2023 | 2:00 p.m. – 5:00 p.m.

**Hosted on Zoom**

Planning Committee: **Chris Dilts**, *SimpsonWigle LAW LLP*, **Anna Vereschagin**, *Vereschagin & Brown LLP* and **Jennifer Zdriluk**, *Ross & McBride LLP*



This program contains:  
**3 HOURS**

This program contains 2.0 Substantive Hours and 1.0 Professionalism Hours  
This organization has been approved as an Accredited Provider of Professionalism Content by The Law Society of Ontario

## Topics Include:

### Limits of Constructive Dismissal

- What does acquiescence look like in the context of layoffs?
- Constructive dismissal vs. breach of contract.
- & continuing in active employment.

Presented by: **Warren Mouck**, *SimpsonWigle LAW LLP*

### Remote Work Update

- The Right to Disconnect
  - Agreeing to and supervising employee hours.
- Employers' obligations.
- Intersecting Statutory Requirements. (Health and safety and human rights).

Presented by: **Mark Daly**, *Nolan, Ciarlo LLP*

### Quick Hits Discussion

- Recording in the workplace.
- Naloxone Kit Requirement
- Retainer Issues
- Statutory Updates: Workers Act, Competition Act Amendments (No-Poach Agreements)
- Employment Standards Act Updates

Presented by: **Trent Howard & Jordan Moss**, *Scarfone Hawkins LLP*

Moderated by: **Anna Vereschagin**, *Vereschagin & Brown LLP*

### Communications in the Workplace

- The boundaries of acceptable staff comments and requests.
- How to respond to difficult discourse, excessive and lengthy communications, and social media commentary.
- (Eg. Dealing with a rude manager)

Presented by: **Roberto Henriquez**, *McMahon Molyneux Henriquez Labour Law*

### Mandatory Succession Planning – Don't forget about your employees!

- Statutory and common law obligations to employees
- Planned retirement.
- Disability issues.
- Death.

Presented by: **Anja Djogo**, *Filion Wakely Thorup Angeletti LLP*

<b>HLA Members</b>	<b>\$120.00 +HST= \$135.60</b>
<b>Non-Member Lawyers &amp; Other Professionals</b>	<b>\$145.00 +HST= \$163.85</b>
<b>Articling Students, LLP Candidates, Non-Practicing Members &amp; Paralegals</b>	<b>\$90.00 +HST= \$101.70</b>
<b>Law Firm Staff &amp; Clerks</b>	<b>\$80.00 +HST= \$90.40</b>

### Registration

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