



PRESENTS

LEGAL SEMINAR BREAKFAST SERIES

-For Human Resource Directors, Corporate Counsel and Senior Executives-
FALL 2008

WHAT EVERY HR MANAGER NEEDS TO KNOW ABOUT...

- 1. WORKPLACE BULLYING OR HARASSMENT:** How do you avoid lawsuits from both the aggressor and the victim?
Wednesday, November 5th, 2008 (7:15am - 8:45am)
- 2. GIVING REFERENCES:** When can you be sued for giving them and for not giving them? How do you protect yourself?
Wednesday, November 12th, 2008 (7:15am - 8:45am)
- 3. INAPPROPRIATE USE AND ABUSE OF THE INTERNET AND E-MAILS BY YOUR EMPLOYEES:**
How do you prevent it?
Wednesday, November 19th, 2008 (7:15am - 8:45am)
- 4. COPING WITH SICK, DISABLED AND AGING EMPLOYEES:**
How do you reduce your bottom-line costs without acting illegally, unethically or inhumanely?
Wednesday, November 26th, 2008 (7:15am - 8:45am)
- 5. KEY COMPONENTS OF THE EMPLOYMENT STANDARDS ACT:**
How do you stay out of trouble?
Wednesday, December 3rd, 2008 (7:15am - 8:45am)

"...A terrific source of vital information and useful, practical insights for any corporation seeking to prevent HR problems from mushrooming into expensive litigation. A real "must" for any HR Director or senior corporate executive."
- Bruce Campbell (President), Campbell & Associates Consulting

"Excellent presentation...as usual! Very informative." - Gavin McLintock,
President and CEO, Lochisle Inc.



EARLY BIRD REGISTRATION before October 31 - 25% Discount

For more information, or to register, please contact

Krystal Moore at **613-236-0111 ext. 4006** or e-mail: kmoore@solowaywright.com

Please Circulate to

• Company Owners, Managing Directors, CEOs and COOs, VPs and other Senior Corporate executives

• Human Resource Managers, Office Managers

WHAT EVERY HR MANAGER NEEDS TO KNOW ABOUT...

November
5th, 2008

WORKPLACE BULLYING OR

HARASSMENT: How do you avoid lawsuits from both the aggressor and the victim?

Alan Riddell / Sarah Speevak

- What behaviour amounts to illegal workplace bullying and harassment?
- What are the legal consequences to your organization of failing to deal effectively with such behaviour?
- What are the legal consequences to your organization of over-reacting to such behaviour?
- 10 proactive steps your organization can take to forestall or prevent such behaviour.
- How should you conduct an effective, and balanced, investigation into complaints of bullying or harassment?

November
12th, 2008

GIVING REFERENCES: When can you be sued for giving them and for not giving them? How do you protect yourself?

Alan Riddell / Charles Honeywell

- What are the perils of refusing to give a reference for an ex-employee, and is it ever safe to refuse such a request?
- When can a prospective employer sue you for a reference given to an ex-employee?
- When can the ex-employee sue you for giving the reference, and/or for refusing to do so?
- What precautions should you take when providing a reference for a problematic ex-employee?
- Tips for reducing your exposure to prospective employers and ex-employees.

November
19th, 2008

INAPPROPRIATE USE AND ABUSE OF THE INTERNET AND E-MAILS

BY YOUR EMPLOYEES: How do you protect yourself?

Alan Riddell / Ken MacInnes

- To what extent does the law permit you to monitor your employees' internet use and emails?
- When does such abuse or overuse constitute just cause for dismissal?
- What are your potential liabilities to third parties for such abuse?
- What steps can you take to prevent employee abuse of the internet and of your email system?
- Do you need an Internet Use Policy, and what should that policy be?

November
26th, 2008

COPING WITH SICK, DISABLED

AND AGING EMPLOYEES: How do you reduce your bottom-line without acting illegally, unethically or inhumanely?

Alan Riddell

- To what extent can an employee refuse to provide you with detailed medical information about his illness or disability?
- How far must you now go in accommodating a disabled, or seriously ill, employee?
- How much time must you wait before terminating the employment of a disabled or seriously ill employee?
- How do you deal with aging employees who don't want to retire?
- Tips for lawfully reducing your potential exposure for sick, disabled and aging employees.

November 26, 2008 to December 3, 2008

December
3rd, 2008

KEY COMPONENTS OF THE EMPLOYMENT STANDARDS ACT:

How do you stay out of trouble?

Alan Riddell / Khalid Elgazzar

- What are the 10 most common, and most costly, mistakes employers make when trying to apply the Act to their workforce?
- What should you do when your statutory obligations under the Act conflict with your legal obligations under the Common Law and/or your firm's standard employment contract?
- What are your statutory obligations when terminating an employee and when dealing with overtime claims? What are the consequences of overlooking those obligations?
- What are your current obligations for pregnancy leave, parental leave, emergency leave and public holiday pay?
- To what extent can you successfully contract out of, or otherwise disregard, any of the statutory provisions in the Act?

Why Should I Attend?

- To minimize the risk of costly lawsuits against your company;
- To learn how to devise a timely and inexpensive solution before your HR issues become too litigious;
- To gain valuable legal insights without incurring significant legal expenses

What Others Say About These Seminars

"Great sessions; very informative. Thank you."
Dawn Shahan, Employment Relations Specialist
Cognos Inc.

"Outstanding seminars, delivered by an expert, who knows how to simplify complicated legal concepts so that they can be understood by non-lawyers. All in all, a highly useful and even entertaining experience!"
Mike Dagg, President
Michael A. Dagg Associates

"...Very useful and valuable information. Very good presentation and discussion."
Lynia Vincent, Human Resources Manager
Gamma-Dynacare Medical Laboratories

About the Speaker



Alan Riddell, Partner
Employment Law Group

Alan Riddell is a partner in the Labour and Employment Law practice of Soloway Wright LLP. He is fluently bilingual and practices law in both official languages. He has published, lectured and litigated extensively in the field of employment law and human rights.

Since being called to the bar in 1990, Alan has appeared as counsel before many different administrative tribunals in the field of employment law, labour law and human rights, as well as in a number of reported cases in the Ontario Superior Court, Ontario Court of Appeal, and Federal Court of Appeal.

He has successfully argued a number of high profile constitutional and administrative law cases in the Supreme Court of Canada, including Canada's first case interpreting the rights of Federal government employees under the Access to Information and Privacy Acts (*Dagg v. Minister of Finance*), in which he defended the access to information rights of public servants.

Alan is the author of several published legal articles in both English and French in the fields of employment law and constitutional law. He has been a frequent speaker and lecturer at law seminars and conferences on labour and employment topics, and in the past, has also taught the employment law course at Algonquin College.

What Previous Attendees Have To Say About Law Seminars Given By This Speaker

"Alan Riddell is a very knowledgeable speaker. A very interactive and interesting session."
Meghna Sharma, (Human Resources Manager), Cistel Technology Inc.

"Alan is a star...a very knowledgeable and entertaining presenter. Very informative."
Judy Jones, (Director of Administration and Client Services), Aprel Laboratories Inc.

