



HUMAN RESOURCES  
LAW AND ADVOCACY



Human Resources  
Professionals  
Association

## 15th Annual HR Employment & Labour Law Conference

**Date: Tuesday, October 8th, 2013**

**Time: 8:30am-5:00pm**

**Location: Cobourg Best Western Inn & Convention  
Center 930 Burnham Street, Cobourg, Ontario**



**Receive valuable information and guidance from Hicks Morley, Canada's leading law firm which devotes its practice exclusively to representing employers on human resources law and advocacy issues. Listen to updates and in depth sessions on:**

- *Privacy and Social Media*
- *Bargaining Trends*
- *Bill 160: Recent OHS/A Amendments*
- *Restrictive Covenants: Protecting Employer Interests*
- *Frustration of Employment: When is it Viable?*
- *WSIB Duty to Cooperate: Accommodation by Another Name*

**Don't be Disappointed. Register Early!**

Pictures are taken at HRPAQ events for the purpose of sharing with visitors of our website.  
We use our best efforts to respect the privacy/personal image of our guests and members.



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Recertification? CPD!



**Agenda**

- 8:30 am Registration & Continental Breakfast**
- 8:45 am Opening Remarks and Welcome**
- 9:00 am Whirlwind Tour of Key Labour and Employment Law Developments**
  - ⇒ ESA Update – Andrew Zabrovsky
  - ⇒ Privacy and Social Media – Cheryl Waram
  - ⇒ Restrictive Covenants: Protecting Employer Interests – Colin Youngman
  - ⇒ Drug Testing: Irving Pulp & Paper SCC Decision – Chuck Hofley
  - ⇒ AODA Update – Andrew Zabrovsky
  - ⇒ Bill 160: Recent OHSA Amendments – Sophia Duguay
  - ⇒ Bargaining Trends – Vince Panetta
- 10:00 am Session 1 - Frustration of Employment: When is it Viable?**  
Colin Youngman and Andrew Zabrovsky
- 10:30 am Break**
- 10:50 am Session 2 - Performance Management: Common Pitfalls and Strategies**  
Sophia Duguay and Vince Panetta
- 11:20 am Session 3 - WSIB Duty to Cooperate: Accommodation by Another Name**  
Jason Mandlowitz and Colin Youngman
- 12:00 pm Lunch**
- 1:00 pm Session 4 - Protecting Management from OHSA Liability Arising from Workplace Accidents**  
Sophia Duguay and Vince Panetta
- 1:30 pm Session 5 - Workplace Harassment: Navigating the Minefields**  
Chuck Hofley and Cheryl Waram
- 2:10 pm Session 6 - Five Pension and Benefit Pitfalls (and How to Avoid Them)**  
Jennifer Del Vecchio
- 2:30 pm Break**
- 2:50 pm Session 7- Pay Equity: Ongoing Challenges**  
Stephanie Jeronimo
- 3:10 pm Session 8 - Cutting Edge Information Management Issues for Organizations**  
Dan Michaluk
- 3:40 pm Hicks Morley Panel – Questions & Answers Session**
- 4:40 pm Closing Remarks**

[Link here for Hicks Morley website](#)

**Door Prizes!!\*\***

\*\*Must be in attendance to win.



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Members: \$200

Non-Members: \$250

### **To Register:**

Online: [Register now](#)

Website: [www.hrpaquinte.ca](http://www.hrpaquinte.ca)

**\*\*\*Early Bird Special\*\*\***

*Register before September 15, 2013 and receive \$15  
credited to your HRPA rewards membership card!*

Mail: Please complete the details below and send along with a cheque to:

HRPA Quinte c/o Teresa Hale Ebbers  
8 Woods Dr., Stirling, ON, K0K 3E0

### **Cancellation & Substitution Policy**

Cancellations up until September 25, 2013, subject to a \$50.00 cancellation charge. After September 25, no cancellations will be accepted. Substitution may be made up to the day of the conference. Please contact us at [info@hrpaquinte.ca](mailto:info@hrpaquinte.ca) if you wish to send a substitute delegate. If you have problems registering, please contact our Territory Marketing Specialist, Mohamed Randera, at [mrandera@hrpa.ca](mailto:mrandera@hrpa.ca).

Conference questions can be forwarded to: [Northumberlandhrpa@gmail.com](mailto:Northumberlandhrpa@gmail.com)  
or [info@hrpaquinte.ca](mailto:info@hrpaquinte.ca)

**Please note:** Registrations cannot be processed  
unless accompanied by payment.

**\*Detach and submit with cheque\* (Check payable to HRPA Quinte)**

Chapter Name: \_\_\_\_\_ Membership#: \_\_\_\_\_

Registrant's Name: \_\_\_\_\_

Title: \_\_\_\_\_

Tel: \_\_\_\_\_

Email: \_\_\_\_\_

Company: \_\_\_\_\_

Company Address: \_\_\_\_\_

Company City: \_\_\_\_\_ Company Postal Code: \_\_\_\_\_

Check one:  HRPA Member \$200  Non-Member \$250