

23rd Annual Current Issues in Employment Law

Labour and Employment Law Section



In person



Webcast

Date: Wednesday, April 16, 2025 | 8:30 am to 4:00 pm
Location: OBA Conference Centre 20 Toronto Street, 2nd Floor, Toronto
Agenda: 8:30 am Registration
 9:00 am Program Commences
 4:00 pm Program Concludes / Inter-Sections
 Networking Reception



This program contains:
1h 15m of Professionalism content
4h 45m of Substantive content

The OBA has been approved as an Accredited Provider of Professionalism Content by The Law Society of Ontario.

Back for its 23rd year, the OBA’s **Annual Current Issues in Employment Law** is your essential guide for staying up to date with the latest developments in employment law. Our stellar faculty will help you navigate the challenges of interpreting the law and structuring proactive and practical advice. Whether you represent employees or management, are new to the field, a seasoned lawyer, in-house counsel, or a human resources professional, this event is for you! Grow your expertise and ensure you have the knowledge you need to confidently advise your clients in today’s fast-paced employment environment.

Don’t miss our Inter-sections Networking Reception following the program to build your referral network by connecting with trusts and estates lawyers, as well as your fellow attendees.

Program Chairs: **Robert Richler**, Bernardi Human Resource Law
Darryl Hiscocks, Torys LLP

<p>9:00 am Welcome and Opening Remarks</p> <p>9:05 am Your Essential Legislative Update: Recent and Upcoming Changes to Workplace Legislation Mana Khami, Borden Ladner Gervais LLP Priya Sarin, Sherrard Kuzz LLP 2024 saw the introduction of three new Working for Workers Acts (Four, Five and Six). Ensure you are up-to-speed on these and other recent and upcoming changes, relevant implementation dates and the impacts for your practice and the advice you give your clients.</p> <p>9:50 am Navigating Leaves of Absence, Accommodation Requests and Return to Work Sean Bawden, Kelly Santini LLP Madelena Viksne, Singh Lamarche LLP</p> <ul style="list-style-type: none"> • Unraveling employer and employee obligations • What documentation can an employer require? • Best practices for handling these requests <p>10:40 am Networking Break</p> <p>10:55 am Supporting the Mental Health of Clients, Opposing Parties/Counsel and Yourself Tanille Turner, Bernardi Human Resource Law Doron Gold, The Lawyer Therapist For many people, their job is a part of their identity. For most, it is essential to being able to support themselves and their family. The stakes are high in employment disputes, making the potential impact on the mental health of those involved significant. Ensure you are equipped to:</p> <ul style="list-style-type: none"> • Understand and recognize mental health impacts in your client or opposing parties • Support your clients and colleagues • Set appropriate boundaries and protect yourself from compassion fatigue and burnout 	<p>11:35 pm Diversity, Equity and Inclusion Trends and Updates in Employment Law Richa Oza, Don Valley Community Legal Services Dana Campbell-Stevens, Rubin Thomlinson LLP Marni Tolensky, Associate General Counsel – Global Employment and Litigation, OPTrust With some US companies following the lead of the new US Administration in rolling back Diversity, Equity and Inclusion (DEI) initiatives, what, if any, impact will this have in Canada? Join us to unravel this and other important trends and updates on DEI in employment law including:</p> <ul style="list-style-type: none"> • Emerging trends in employment class actions: public vs private sector employers • Best practices for implementing effective DEI programs <p>12:15 pm Networking Lunch</p> <p>1:15 pm Overcoming Ethical Conundrums in Your Employment Law Practice Arleen Huggins, Koskie Minsky LLP Catherine Forbes, Assistant General Counsel at Torys LLP</p> <ul style="list-style-type: none"> • Potential pitfalls of joint representation • When do you have an obligation to assist your opponent? <p>1:55 pm Legal Implications of AI Use in the Workplace Irfan Kara, Torys LLP Lisa Stam, SpringLaw</p> <ul style="list-style-type: none"> • What you need to know about recent and expected developments, including new legislative requirements • Guarding against and dealing with discrimination arising from utilizing AI tools in hiring and employee evaluation <p>2:40 pm Health Break</p>
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 Questions? pd@oba.org

2:55 pm **The Latest Need-to-Know Caselaw**
Martin Ejidra, The Employment Law Boutique
Catherine Phelps, Filion Wakely Thorup Angeletti LLP
Gabriel Latner, Advocan Law LLP
Jon Pinkus, Samfiru Tumarkin

Stay current on the important decisions from the past year as our panel of counsel who argued these matters unpack:

- Lessons from the Court of Appeal’s decision in Dufault v. Ignace on the need for careful drafting
- Unenforceability of provisions seeking to terminate “at any time” as reinforced in Baker v. Van Dolder's Home Team Inc.
- Insights from Bertsch v. Datastealth on limiting employee rights on termination to ESA minimums
- Mandatory vaccination policies and frustration of contract as determined in Croke v. VuPoint Systems Ltd.
- Plus other essential cases to have on your radar

3:55 pm Concluding Remarks

4:00 pm **Inter-sections Networking Reception with Trusts and Estates Lawyer**

	CBA Member	CBA Student Member	Non-Member
In Person with lunch & reception	\$476*	\$237*	\$643*
In Person (no lunch & reception)	\$446*	\$207*	\$613*
Webcast	\$446*	\$207*	\$613*

*(includes e-materials access) *plus applicable taxes*