

Annual Update on Labour Law

Labour and Employment Law Section



Live In-person



Live Online

Date: Monday, November 02, 2026 | 9:00 am to 4:00 pm

Location: OBA Conference Centre 20 Toronto Street, 2nd Floor,
Toronto & Live Online

Agenda: 8:30 am Registration
9:00 am Program Commences
4:00 pm Program Concludes



This program contains:
5h 15m of Substantive content
0h 45m of Professionalism content

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

Do not miss this comprehensive guide for staying up to date in the field of labour law. From recent case law and legislative changes to the day-to-day workplace matters affecting your clients’ interests, you will gain valuable insight on the pressing issues and substantial developments impacting labour law practice. Register now to attend this program and secure the knowledge you need to stay ahead of the curve.

Program Chairs: **Laura Blumenfeld**, Blake, Cassels & Graydon LLP
Hilary Cook, Hilary Cook Dispute Resolution

9:00 am	Welcome and Opening Remarks	2:05 pm	AI in the Unionized Workplace - What are the challenges and opportunities presented by AI for collective agreements? - How is the employer liable or responsible for decisions involving AI?
9:05 am	Case Law and Legislative Update - Round up of recent Ontario Labour Relations Board (OLRB) and arbitration decisions - Proposed changes to the <i>Canada Labour Code</i> - Critical analysis of new legislation including Bill 101, <i>Putting Student Achievement First Act, 2026</i>, and Bill 105, <i>Protecting Ontario’s Workers and Economic Resilience Act, 2026</i> (the <i>POWER Act</i>)	2:45 pm	Networking Break
10:00 am	Bargaining Trends in 2026 - How are the federal and provincial return-to-office mandates impacting the collecting bargaining process? - What are the key changes Ontario’s Bill 101 introduces for the province’s school board collecting bargaining system?	3:00 pm	Effective Advocacy before Arbitrators and the Labour Relations Board - Tailoring your advocacy to the labour board versus an arbitrator - Negotiating settlements and tax issues - Best practices for appearing virtually - Accommodation in the hearing process - Key difference between labour relations litigation and civil litigation
10:50 am	Networking Break	3:55 pm	Concluding Remarks
11:05 am	Ontario Labour Relations Board Update Get up to speed on the OLRB’s current initiatives and priorities.	4:00 pm	Program Concludes
11:50 am	Insights on Recent Work Actions Hear the latest in ongoing high-profile labour disputes, including OPSEU/SEFPO units in community, health and social services, WestJet and CUPE, and Ontario Nurses’ Association constitutional challenge over the blanket ban on strikes and job actions.		
12:30 pm	Networking Lunch		
1:30 pm	Recent Developments on the Duty to Accommodate - When do employers have a legal duty to accommodate working from home? What are the common grounds for refusals? - Best practices for the employer, union and the worker to cooperatively design an individualized plan for accommodating a mental illness - How are childcare and caregiving needs under “family status” appropriately accommodated in a unionized environment?		