

Annual Update on Labour Law

Labour and Employment Law Section



Live Online

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

Location: Live online

Agenda: 9:00 am – 4:00 pm (ET)



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: **Samantha Morry**, Blake, Cassels & Graydon LLP
Hilary Cook, Hilary Cook Dispute Resolution

9:00 am	Welcome and Opening Remarks	1:30 pm	Recent Developments on the Duty to Accommodate Hilary Cook , Hilary Cook Dispute Resolution (moderator) Fiona Wong , Paladin Security Group Ltd. Emma Pritchard , Goldblatt Partners LLP <ul style="list-style-type: none">When do employers have a legal duty to accommodate working for 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 illnessHow are childcare and caregiving needs under “family status” appropriately accommodated in a unionized environment?
9:05 am	Case Law and Legislative Update Hilary Cook , Hilary Cook Dispute Resolution (moderator) Kelly McDermott , Regional Municipality of Durham Geoff Dunlop , Ravenlaw LLP <ul style="list-style-type: none">Round up of recent Ontario Labour Relations Board (OLRB) and arbitration decisionsProposed changes to the <i>Canada Labour Code</i>Critical analysis of new legislation including Bill 101, <i>Putting Student Achievement First Act</i>, 2026, and Bill 105, <i>Protecting Ontario’s Workers and Economic Resilience Act</i>, 2026 (the <i>POWER Act</i>)	2:05 pm	AI in the Unionized Workplace Hilary Cook , Hilary Cook Dispute Resolution (moderator) Emily Elder , SpringLaw Erica Cartwright , Goldblatt Partners LLP <ul style="list-style-type: none">What are the challenges and opportunities presented by AI for collective agreements?How is the employer liable or responsible for decisions involving AI?Does the use of AI to monitor productivity or evaluate performance infringe employees’ privacy rights?
10:00 am	Bargaining Trends in 2026 Samantha Morry , Blake, Cassels & Graydon LLP (moderator) Natasha Abraham , Cavalluzzo LLP Larysa Workewych , Dentons Canada LLP <ul style="list-style-type: none">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?	2:45 pm	Health Break
10:50 am	Health Break	3:00 pm	Effective Advocacy before Arbitrators and the Labour Relations Board Hilary Cook , Hilary Cook Dispute Resolution (moderator) Michael McCreary , Michael McCreary Arbitration-Mediation Kelly Doctor , Goldblatt Partners LLP Sean Reginio , Hicks Morley Hamilton Stewart Storie LLP <ul style="list-style-type: none">Tailoring your advocacy to the labour board versus an arbitratorNegotiating settlements and tax issuesBest practices for appearing virtuallyAccommodation in the hearing processKey difference between labour relations litigation and civil litigation
11:05 am	Ontario Labour Relations Board Update Samantha Morry , Blake, Cassels & Graydon LLP (moderator) Jay Rider , Vice-Chair, Ontario Labour Relations Board Get up to speed on the OLRB’s current initiatives and priorities.	3:55 pm	Concluding Remarks
11:50 am	Insights on Recent Work Actions Samantha Morry , Blake, Cassels & Graydon LLP (moderator) Katherine Ferreira , Koskie Minsky LLP Jake Wagner , Protea LLP 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.	4:00 pm	Program Concludes
12:30 pm	Lunch		

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Questions? pd@oba.org