

Dentons’ 26th annual Ottawa employment and labour law seminar

Wednesday, September 10, 2025
8 – 11:30 a.m.

8 – 8:30 a.m. Registration and breakfast refreshments		
8:30 – 8:35 a.m.	Welcome remarks	Stephanie V. Lewis, Counsel
8:35 – 9 a.m.	What’s new and exciting? Employment case law in 2025 If there’s one certainty about employment law in Ontario, it’s that things are always changing. This session will cover new case law on the enforceability of termination provisions in employment agreements, updates to common law notice periods, equity vesting post-termination, constructive dismissal, and dependent contractor status.	Catherine P. Coulter, Counsel
9 – 9:25 a.m.	Legislative updates: What’s unfolding and what’s next? From new job-protected leaves and fresh obligations to share key employee information, to evolving rules around public job postings and everything in between. This session provides an overview of recent legislative updates in employment law, highlighting key changes in Ontario and across Canada.	Maggie Sullivan, Associate
9:25 – 9:50 a.m.	The employer checklist: Keeping track of everything you need to keep track of From recruitment and onboarding to year-to-year obligations, leaves of absence, and employee exits, employers have a lot to track from an employment perspective. Compliance gaps often come to light during contentious exits or time-sensitive sale transactions. This session aims to provide employers with the tools to conduct a proactive internal employment law health check.	Colleen Hoey, Counsel
9:50 – 10:05 a.m. Break		
10:05 – 10:30 a.m.	The employer guide to workplace investigations This talk will walk employers step-by-step through the complete workplace investigation journey, from the moment a complaint is raised to delivering the final report. We’ll explore crucial legal requirements, highlight key procedural milestones, and share best practices to ensure investigations are thorough, fair, and lead to well-founded conclusions.	Julia Dales, Senior Associate
10:30 – 10:55 a.m.	Improving performance in performance improvement This presentation will uncover why documenting employee performance matters, when to take action, and the essential steps to follow. We’ll also break down the pros and cons of performance management, empowering employers to make confident, informed decisions before diving in.	Stephanie V. Lewis, Counsel
10:55 – 11:25 a.m.	Q&A	
11:25 – 11:30 a.m.	Closing remarks	Stephanie V. Lewis, Counsel
11:30 a.m. Grab-and-go lunch		

Accreditation

- **LSO:** This program is eligible for up to 120 Substantive minutes with the Law Society of Ontario.
- **HRPA:** Pending.