

Ontario Employment and Labour Fall webinar series

October 12 - 14, 2022

Grow | Protect | Operate | Finance

Day 1 – Ontario Employment and Labour Fall webinar series

Wednesday, October 12, 2022 | 12-1 pm ET

Presenters	Topic	Description
Adrian Miedema	Are you responsible for the safety of your contractors – and subcontractors?	Occupational health and safety legislation imposes broad duties on employers for the safety of not only their employees, but also their subcontractors. Learn about the scope of those duties, what courts have said, and what employers can do to comply and avoid charges and fines.
Meaghen Russell	Best practices when ending the employment relationship	Termination meetings can be difficult. Join us for tips and best practices for managing employee terminations effectively and to better understand the requirements relating to employment terminations from a legal compliance perspective.
Emily Kroboth	Best practices for workplace investigations	The Occupational Health and Safety Act requires employers to undertake workplace investigations that are “reasonable” in the circumstances, upon receipt of an employee’s complaint. In this webinar, we will unpack some best practices employers should consider when completing a workplace investigation.

Day 2 – Ontario Employment and Labour Fall webinar series

Thursday, October 13, 2022 | 12-1 pm ET

Presenters	Topic	Description
Pamela Chan Ebejer	Unique compensation issues	This session discusses unique workplace compensation issues.

Allison Buchanan	Updates to employer policy requirements, including Electronic Monitoring policy and Right to Disconnect policy	Changes to the Ontario Employment Standards Act require two brand new and relatively unique policies. Find out what those policies must include, who they apply to, and how to implement them now.
Claire Browne	Updates to the Ontario Occupational Health and Safety Act	Providing an in depth look at the legislative and case law updates regarding the Ontario Occupational Health and Safety Act.

Day 3 - Ontario Employment and Labour Fall webinar series

Thursday, October 14, 2022 | 12-1 pm ET

Presenters	Topic	Description
Matthew Curtis	Employee/contractor misclassification	Independent contractors and employee status is a hot topic, particularly with the rise of the gig economy. We will discuss the potential legal exposure and the associated risks related to hiring independent contractors and review best practices for engaging them.
Larysa Workewych	Accessible Canada Act: what federally regulated employers need to know	In this session, federally-regulated employers will learn about their obligations under the new Accessible Canada Act and their deadlines for compliance. This includes information regarding the creation of accessibility standards and plans, and the enforcement and complaints mechanisms prescribed in the Accessible Canada Act.
Russell Groves	Employment contract termination provision tune up	Court in Ontario have been steadily raising the bar with respect to what language is required so that the termination provision in an employment contract will be found to be enforceable. In this session, we will review the most common pitfalls employers face when drafting contractual termination language, and how to avoid them so that your termination provisions are enforceable.

Accreditation

LSBC: Each session is registered for 60 Substantive minutes with the Law Society of British Columbia.

LSO: Each session is eligible for up to 60 Substantive minutes with the Law Society of Ontario.

Barreau du Québec: Each session would meet 1 hour of CLE requirements of the Barreau du Québec. Please email **Annie Girard** to receive a confirmation of attendance.

HRPA: This program may be eligible for recertification points.

[Register here](#)

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CSBrand-98992-Dentons' Ontario Employment and Labour Fall webinar series 2022 - Agenda-2 — 19/09/2022