

Ontario Employment & Labour Spring seminar

Tuesday, April 29, 2025
8:45 a.m. – 12 p.m. ET

Grow | Protect | Operate | Finance

Registration and breakfast refreshments 8:45 - 9:15 a.m.

Welcome remarks

Andy Pushalik, Partner, National Practice Group Leader

Presentation 9:15 – 10 a.m.

Topic and Description	Presenters	Location
<p>How does evolving U.S. political landscape impact your business and workforce with respect to tariffs, trade and cross-border mobility</p> <p>Paul Lalonde will discuss recent updates and provide an overview of the new global tariff environment. We'll also explore key forms of relief, including remission, exclusions, and drawback—what they are and how to leverage them effectively. Finally, we'll cover dispute and compliance risks and emerging enforcement trends to help your organization stay informed and prepared.</p> <p>Henry Chang will explore how President Trump's Executive Orders have impacted U.S. travel and what steps individuals can take to protect themselves at the border. Topics will include how to avoid detention and expedited removal, how to handle border searches of electronic devices, and how to comply with important requirements such as alien registration and change of address obligations.</p>	<p>Paul M. Lalonde, Partner and Head, Regulatory Practice Group</p> <p>Henry J. Chang, Partner, Immigration Group</p>	<p>Classrooms 1 - 4</p>

Break 10 – 10:10 a.m.

Breakout sessions 10:10 – 10:30 a.m.

Topic and Description	Presenters	Location
<p>Workplace restructurings: The rules on layoffs and group terminations</p> <p>This session will provide employers and HR professionals with a practical refresher on key considerations related to workplace restructurings in the province of Ontario. The discussion will include an overview of the legal requirements triggered when implementing temporary layoffs, as well as the additional obligations that apply in the context of "mass" terminations under the <i>Employment Standards Act, 2000</i>.</p>	<p>Matthew Curtis, Partner</p> <p>Claire Browne, Senior Associate</p>	<p>Classrooms 1 - 2</p>
<p>Repair and maintenance: How to fix your termination clauses</p> <p>This session will provide you with practical strategies for updating your termination clauses, including the latest 'best practice' termination clause language and tips on implementing changes for existing employees.</p>	<p>Andy Pushalik, Partner, National Practice Group Leader</p> <p>Allison W. Buchanan, Counsel</p>	<p>Classrooms 3 - 4</p>

Break 10:30 – 10:40 a.m.

Breakout sessions 10:40 - 11 a.m.

Topic and Description	Presenters	Location
Workplace flexibility: Changing terms and conditions of employment This session will discuss best strategies and practical steps to take when attempting to change terms and conditions during employment, including what to do if you find yourself with an unenforceable termination clause. We'll break down everything you need to know about “fresh consideration”—from what it is and when it is necessary to what makes it ‘adequate’.	Larysa Workewych , Senior Associate Kyle Isherwood , Partner	Classrooms 1 - 2
How to leverage employment insurance programs during difficult times This session will discuss recent changes to Employment Insurance (EI) introduced by the federal government to help employers mitigate the economic impact of tariffs. Topics will include the enhanced EI Work-Sharing Program, which provides supplemental payments to employees receiving EI benefits, the potential to reduce EI premium rates through participation in specific programs, and other temporary relief measures designed to support employers during these challenging economic times.	Pamela Chan Ebejer , Partner Fatimah Khan , Associate	Classrooms 3 - 4

Break 11 – 11:10 a.m.

Presentation 11:10 – 11:40 a.m.

Topic and Description	Presenters	Location
Navigating through uncertainty: HR leaders panel Join a panel of seasoned HR leaders as they share insights and strategies for navigating today’s evolving workplace landscape. From shifting employee expectations and hybrid work challenges to economic uncertainty and regulatory changes, our panelists will discuss how they are leading through disruption, supporting their teams, and building resilient organizations. Gain practical takeaways and fresh perspectives to help you manage uncertainty with confidence.	Moderated discussion with Andy Pushalik , Partner, National Practice Group Leader and expert HR leaders.	Classrooms 1 - 4

Lunch 11:40 a.m.

Accreditation

LSO and LSBC:

How does evolving U.S. political landscape impact your business and workforce with respect to tariffs, trade and cross-border mobility – 45 minutes Substantive Credit.

Breakout sessions – 15 minutes Substantive Credit each.

HRPA: Pending.