

Navigating what’s next: Calgary’s guide to 2025 workplace challenges

Tuesday, October 7, 2025
11:30 a.m. – 1 p.m. MT

11:30 a.m. –12:00 p.m. Registration and lunch		
12 – 12:15 p.m.	Welcome remarks Human rights and Neurodiversity in the workplace Explore the challenges associated with neurodiversity in the workplace, including the duty to inquire, collecting medical information, potential accommodations, and when undue hardship may be reached.	April Kosten , Partner
12:15 – 12:25 p.m.	Navigating offers of employment This session will discuss the issues to consider when making an offer of employment, including probationary periods, background checks, hybrid and remote work, and confirming the right to work legally in Canada.	Jennifer Thompson , Partner
12:25 – 12:35 p.m.	Employee termination entitlements This topic will cover employee termination entitlements, including identifying statutory minimums, reviewing the latest on enforceable contractual termination provisions, assessing common law reasonable notice, and considering potential risks and mitigation strategies for disputes over termination entitlements.	Carly Kist , Associate
12:35 – 12:45 p.m.	Employee recordings in the workplace Examine whether employee recordings are legally permissible, when they can constitute just cause, and their admissibility as evidence. This discussion also covers practical strategies employers can adopt to reduce associated risks.	Roxana Jangi , Partner
12:45 – 1 p.m.	Q & A and closing remarks	April Kosten , Partner

Accreditation

- **CPHR:** This program has been accredited for 1 Continuing Professional Development (CPD) hour with CPHR Alberta.

