

Get an overview of the employment law framework operating in Canada

Employment Law Canada is the perfect course to provide you with a comprehensive overview of Canadian employment law. You will hear about the latest legal developments and receive up to date information and guidance on managing employee relations in Canada. Employers operating in Canada must understand the local legal framework to ensure they maintain good employee relations and avoid falling foul of employment law.

Participants will benefit from

- Understanding the legislative framework and latest legal developments in Canada
- Receiving need to know advice on how to establish operations in Canada
- Being able to advise colleagues on Canadian employment law and practice

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Very good, knowledgeable and relevant

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– Jodie Bailey, Senior HR Manager,
Framestore LTD

About the speaker



Tim Lawson

is giving a valuable overview of the current and forthcoming employment laws in Canada. With a mixture of explanations and case studies, focus will be

on recruitment and termination, contracts of employment, employee management and union employees. He joined the Toronto Labour and Employment Group of McCarthy Tétrault as a Partner in January 2014, with more than two decades of experience advising on management-side labour and employment law.

He is recognised as a leading labour and employment practitioner by The Best Lawyers in Canada 2014. He also conducts in-house seminars for clients on privacy, arbitration advocacy, workplace harassment and performance management.

Is this right for me?

Designed for HR directors and managers, employment law advisers, employee relations professionals and line managers who have, or expect to have, responsibility for staff in Canada.



Morning session

Welcome and Registration

Overview of the employment law framework in Canada

- Canada vs. U.K.
 - Federal/Provincial jurisdiction
 - Determining Employee Status
- » Dependent vs. Independent contractor
- » Risks of non-compliance

Hiring employees in Canada

- Job postings
- Interview questions
- Background screening
- Criminal/credit checks
- Drug and alcohol testing

Coffee

Contracts of employment/concepts and key terms

- Establishing a contract
- Key contract terms
- Types of contracts – fixed vs. indefinite hires
- Statutory minimum terms (overview – typical ESA obligations).
- » Leaves of absence
- » Hours of work/overtime
- » Vacation pay
 - Standard benefits
- » Insured benefits
- » State benefits (OHIP, etc.)
- » Employer sponsored retirement benefits and savings plans (CAP's, SERPs, etc.)
- » Social security (EI/CPP/ITA).

Contracts of employment/concepts and key terms

- Just cause grounds for termination
- Without cause termination
- » statutory minimums
- » common law claims
- » poor performance
 - Practical scenarios
 - Constructive dismissal
 - Frustration of contract
 - Mass termination/plant closure

Lunch and networking

Afternoon session

After termination

- Restrictive covenants
- Steps in a dismissal action and possible remedies
- Class action update

Human Rights and Privacy

- Types of discrimination complaints
- Defences to discrimination
- Duty to accommodate
- Privacy legislation requirements

Coffee

Workplace Safety and Compensation for Injury

- OHS rights and obligations
- OHS and criminal law offences
- Workers' compensation regime

Immigration Update

- Business visa exemptions

Collective agreement/union employees

- Certification of a trade union
- Labour disturbances
- sale of a business

When the course is running:

Date: TBC (Two x half days) | Delivery: TBC | Price: TBC



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