

The Eight-Minute Employment Lawyer 2024



CO-CHAIRS: **Hena Singh**, *Singh Lamarche LLP*

Craig Stehr, *Gowling WLG (Canada) LLP*

April 11, 2024

9:00 a.m. to 12:30 p.m.

**Total CPD Hours = 3 h Substantive + 15 m Professionalism ^P
+ 15 m EDI Professionalism ^E**

Webcast Only

Law Society of Ontario

SKU CLE24-00404

Agenda

9:00 a.m. – 9:05 a.m.

Welcome

Hena Singh, Singh Lamarche LLP





Craig Stehr, Gowling WLG (Canada) LLP

9:05 a.m. – 9:14 a.m.

Update on the Enforceability of Termination Provisions

J.P. Karam, Willis Business Law

- 9:14 a.m. – 9:23 a.m.** **Notice Periods in Exceptional Circumstances**
Behzad Hassibi, *Israel Foulon Wong LLP*
- 9:23 a.m. – 9:32 a.m.** **Constructive Dismissal Update**
Tatha Swann, *Swann Law*
- 9:32 a.m. – 9:41 a.m.** **Just Cause Update**
Melissa Roth, *Gowling WLG (Canada) LLP*
- 9:41 a.m. – 9:48 a.m.** **Question and Answer Session**
- 9:48 a.m. – 9:57 a.m.** **Consequences of the Failure to Pay ESA Minimums**
Stefan Rosenbaum, *Singh Lamarche LLP*
- 9:57 a.m. – 10:06 a.m.** **Legal Issues Regarding Remote and Hybrid Work Relationships**
Allyson Lee, *Sherrard Kuzz LLP*
- 10:06 a.m. – 10:15 a.m.** **Can You Terminate Employees for Off-Duty Conduct (e.g. Expressing a Particular Political View)?**
Fiona Martyn, *Samfiru Tumarkin LLP*
- 10:15 a.m. – 10:24 a.m.** **Difference between Confidential Information, Know How, and Trade Secrets**
Gregory Dobney, *Cunningham, Swan, Carty, Little & Bonham LLP*
- 10:24 a.m. – 10:30 a.m.** **Question and Answer Session**

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| 10:30 a.m. – 10:50 a.m. | Break |
| 10:50 a.m. – 10:59 a.m. | Trauma-Informed Lawyering (8 m ) Gemma Smyth, Professor, Faculty of Law, <i>University of Windsor</i> |
| 10:59 a.m. – 11:08 a.m. | Intersectionality in Investigations (7 m ) Esi Codjoe, <i>Turnpenney Milne LLP</i> |
| 11:08 a.m. – 11:17 a.m. | Human Trafficking in Employment Law Colleen Hoey, <i>Dentons Canada LLP</i> |
| 11:17 a.m. – 11:26 a.m. | <i>Canada Labour Code</i> Investigations and How They Differ Odessa O'Dell, <i>Borden Ladner Gervais LLP</i> |
| 11:26 a.m. – 11:34 a.m. | What the Mediators Observed: A Sprint Through 2023 (7 m ) Joy Noonan, Mediator, <i>Neutral Solutions Inc.</i> |
| 11:34 a.m. – 11:40 a.m. | Question and Answer Session |
| 11:40 a.m. – 11:49 a.m. | How to Effectively Use ADR Clauses Ryan Wozniak, <i>Wozniak Law Professional Corp.</i> |
| 11:49 a.m. – 11:58 a.m. | How to Modernize Your Practice (8 m ) Stuart Rudner, <i>Stuart Rudner Professional Corporation</i> |

- 11:58 a.m. – 12:07 p.m.** **Non-Disclosure Agreements**
Boris Subara, *Fasken Martineau DuMoulin LLP*
- 12:07 p.m. – 12:16 p.m.** **Use of AI in the Workplace**
Ryan Watkins, *Whitten Lublin LLP*
- 12:16 p.m. – 12:25 p.m.** **Taxation of Settlements**
Bhuvana Rai, *Mors & Tribute Professional Corporation*
- 12:25 p.m. – 12:30 p.m.** **Question and Answer Session**
- 12:30 p.m.** **Program Ends**