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Partner,
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David Rost, Manager, Employee Health
Resource Centre, **CALGARY BOARD OF
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Chinekwu Ibeabuchi, Ability Advisor,
HR Business Partnerships, **ALBERTA
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Simon Gillingham, Senior Labour
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Ron Beach, Team Lead, Addiction
Prevention, Promotion, Prevention
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Kelly Thake,
Disability Services Manager, ESS,
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Cindy Provost,
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Officer, **CALGARY POLICE SERVICE**



Denise Koster, Workplace Violence,
Threat Assessment Professional,
KOSTER CONSULTING & ASSOCIATES



Dr. Robert L. Tanguay, Provincial
Medical Lead, Opioid Dependency
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Erika Ringseis,
Senior Legal Counsel,
INHAUS LEGAL LLP



Joseph Oppenheim,
Partner,
CARBERT WAITE LLP

Rhonda Ozcan,
Organizational Health Consultant,
GREAT-WEST LIFE

Jessica Nuttall, Medical Duty to
Accommodate Specialist, Human
Resources, **VANCOUVER ISLAND
HEALTH AUTHORITY**

Kai Scott,
President,
TRANSFOCUS CONSULTING

15th Annual Event!

August 20-21, 2019 • Calgary, Alberta

Managing Your Duty to Accommodate

*Mitigating the Increasing Expense to Organizations for Failing to
Accommodate Employees*

Legal Guidance and Best Practices for Current Accommodation Issues

- ✓ Learn about how to address the work-life balance of employees in accommodation
- ✓ Adopt best practices from recent case studies
- ✓ Investigate return-work-research; practical strategies from the latest in academia
- ✓ Plan for mental health accommodations in employment
- ✓ Support employees in workplace harassment conflict
- ✓ Contribute to a proactive policy in accommodation
- ✓ Deal with addictions in the workplace
- ✓ Empathize with employees with non-evident cognitive issues of accommodation

Plus! *Get practical advice on how to spot mental health and stress issues in your staff and how to make effective accommodations*

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Managing Your **Duty to Accommodate**

August 20-21, 2019 • Calgary, Alberta

DAY ONE PROGRAM AGENDA: TUESDAY, AUGUST 20, 2019

8:00 – 9:00 Registration and Continental Breakfast

9:00 – 9:10

Welcome and Opening Remarks from the Chair

Simon Gillingham, Senior Labour Relations Officer, Corporate Services Labour Relations & Total Compensation, City of Winnipeg

9:10 – 10:00

Medical Cannabis at Work: Mitigating Challenges Without Going Up in Smoke

Jennifer Koschinsky, Partner, Gowling WLG Canada

- Medical vs. recreational cannabis – why this distinction is still important
- The scope of accommodation for medical cannabis
- Medical information requests and the limits on what an employer can ask
- Employee's role in the accommodation process and what policies should be in place to set expectations

10:00 – 10:15

Networking Break



10:15 – 11:00

Sexual Harassment: Guidelines for Employers

Joseph Oppenheim, Partner, Carbert Waite LLP

- Overview of the legal duties of employers in prevention and addressing complaints
- Practical tools to respond to incidents sexual harassment
- Strategies and tactics to maintain confidentiality

11:00 – 11:45

Am I an Indigenous Ally?

Cindy Provost, Indigenous Strategic Engagement Officer, Calgary Police Service

- The value of storytelling through an Indigenous lens
- What is intergenerational trauma & social development impacts
- Trauma-informed care and Indigenous healing practices
- Lived experience and context by an Elder and Traditional Knowledge Keeper

11:45 – 12:30

What Next: When Attempts to Accommodate Fail

Erika Ringseis, Senior Legal Counsel, InHaus Legal LLP

- What happens if employers think they are unable to accommodate an employee and how “undue” is undue hardship?
- Can an employee sue an employer for failing to accommodate?
- What is the relevant human rights process in Alberta?
- How do you limit employer risk?
- What about Last Chance Agreements and warning letters?

12:30 – 1:30

Luncheon Break

1:30 – 2:30

It's Your Business: Dealing with Substance Abuse in the Workplace

Ron Beach, Team Lead, Addiction Prevention, Promotion, Prevention & Community Initiatives, Provincial Addiction & Mental Health, Alberta Health Services

- Impact of substance abuse in the workplace
- Challenges for workplace leaders
- Effective and comprehensive approaches
- Alberta Health Services and community resources

2:30 – 3:30

Best Practices in Long-Term Disability Case Management

Rhonda Ozcan, Organizational Health Consultant, Great-West Life

- Principles for managing absence strategically
- Step-by-step guide for offering tools and resources to support both medical and non-medical barriers
- Understand the benefits of accommodating employees including decreasing costs
- Explore how supporting mental wellness can reduce absence
- Hear the latest developments in employee health and wellness programs

3:30 – 3:45

Networking Break



3:45 – 4:45

Evidence-Based Approach to Disability Assessments Using Evidence to Provide Thorough Consultations

Dr. Robert L. Tanguay, Provincial Medical Lead, Opioid Dependency Training, Alberta Health Services

- Appropriate screeners for addiction, pain, and mental health
- Understanding the evidence for screening and testing for PTSD
- How to build a relationship with disability clients

4:45

End of Day One

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Increase your visibility with senior business strategy, technology, analytics, and business intelligence professionals at *Managing Your Duty to Accommodate*. A limited number of sponsorship options are available.

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Managing Your **Duty to Accommodate**

August 20-21, 2019 • Calgary, Alberta

DAY TWO PROGRAM AGENDA: WEDNESDAY, AUGUST 21, 2019

8:00 – 9:00 Registration and Continental Breakfast

9:00 – 9:10

Welcome and Opening Remarks from the Chair

Simon Gillingham, Senior Labour Relations Officer, Corporate Services Labour Relations & Total Compensation, City of Winnipeg

9:10 – 10:00

Silence is Not Always Golden: Sexual Harassment in the Workplace

Denise Koster, Workplace Violence, Threat Assessment Professional, Koster Consulting & Associates

Through the use of real life cases focusing the investigation process, case learning and outcomes, participants will learn through an interactive dialogue:

- The differences between flirting and workplace harassment
- How to apply the principles of nature justice when conducting an investigation
- How to ensure that best practices are applied, and confirmation bias is avoided, and
- How to attempt to heal an organization after a sexual harassment allegation and subsequent investigation

10:00 – 10:15

Networking Break



10:15 – 11:00

Managing Complex Accommodation in the Workplace

Simon Gillingham, Senior Labour Relations Officer, Corporate Services Labour Relations & Total Compensation, City of Winnipeg

- Is there a time limit as to when an accommodated Employee can return to former position?
- Recent interesting case law on religious accommodation?
- Determining pay or salary for short term accommodation for up to 6 months?
- Can employees on Maternity leave attend the workplace periodically to attend staff meetings, training or other events?
- Family status Update; Do recent decisions from British Columbia change family status accommodation obligations for Employers?

11:00 – 11:45

Disability Management for Employers

David Rost, Manager, Employee Health Resource Centre, Calgary Board of Education

- Review of the employer's duty to accommodate
- Understanding the impact of organizational culture and leadership
- Overview of a holistic approach to address accommodations
- Employer self-induced stumbling blocks
- Review of real scenarios

11:45 – 12:30

D-Map: A Systematic Approach to Medical Accommodation

Kelly Thake, Disability Services Manager, ESS, Compass Group

- Discuss the importance of documentation of all communication as it relates to the return to work process
- Review medical information that is available and assistive to the accommodation process, what tools are available and when to use them
- Look at how to interpret medical information in relation to job tasks and work environment
- How to discuss and create an appropriate accommodation with stakeholders, troubleshooting concerns and managing the accommodation moving forward

12:30 – 1:30

Luncheon Break

1:30 – 2:30

Gender Diversity in the Workplace

Kai Scott, President, TransFocus Consulting

- Increased familiarity with concepts and terms related to gender diversity
- Understand unique challenges and barriers facing transgender people
- Tips on how to respectfully interact with transgender people
- Two examples of best practices to improve and expand inclusion of diverse genders within organizational practices, policies, and spaces

2:30 – 3:30

Establishing an Optimal Return-to-Work Approach While Managing Productivity & Human Rights

Chinekwu Ibeabuchi, Ability Advisor, HR Business Partnerships, Alberta Health Services

- Key legal principles in establishing an optimal return-to-work approach
- Family status and Duty to Accommodate Human Rights stories
- Step-by-step procedures to guide your return-to-work approach
- Bona Fide Occupational Requirement (BFOR) and duty to Accommodate (DTA)
- Hear real life examples of how you can deal with various sophisticated scenarios
- Learn how to resolve complex return-to-work cases
- Insights into balancing an employee's right to equality with an employer's right to run a productive workplace

3:30 – 3:45

Networking Break



3:45 – 4:45

Pre-disability wage entitlement and the DTA process

Jessica Nuttall, Medical Duty to Accommodate Specialist, Human Resources, Vancouver Island Health Authority

Organizations accepting an employee's medical clearance to return to work following a medical leave of absence under the NBA Collective Agreement there will be a four (4) week window in which the Employer will be required to find a suitable accommodation before a requirement to pay pre-disability wages commences

- The collective agreement language itself and interpretation of this language
- How 3rd party providers like LTD/Workers Compensation play a part
- When there are changes in an employee's medical or licensing/certification? How is this language affected?
- Duty to accommodation obligation has been met then what?
- This language is beginning to trend and be followed, be prepared

Managing Your **Duty to Accommodate**

August 20-21, 2019 • Calgary, Alberta

WHO SHOULD ATTEND THIS EVENT

- Human Resources Managers
- Employment Assistance Providers
- Human Resources Generalists
- Return-to-Work Managers and Coordinators
- Human Resources Officers
- Accommodation Managers
- Disability Management Consultants
- Disability Managers
- Employee Assistance Program (EAP) Managers
- Compensation and Benefits Managers
- HR Consultants
- Health Directors

REGISTER BY PHONE, ON-LINE, OR IN THESE 3 EASY STEPS!

1 PRINT YOUR NAME AND CONTACT INFORMATION

Mr./Ms./Mrs. _____ Title _____

Organization _____

Telephone () _____ Ext _____ Fax () _____

Email address _____

Name of Approving Manager _____ Title _____

Address _____

City _____ Province _____ Postal Code _____

Company's main line of business _____ Number of Employees: _____

2 SELECT YOUR PREFERRED PAYMENT METHOD

Prices subject to HST.	FULL PRICE	Register by August 2
Course for Groups of 3 +	\$2,199 each	\$1,999 each
Course for Groups of 2	\$2,299 each	\$2,099 each
Course for 1 Registrant	\$2,399	\$2,199

*Groups must register together at the same time to be eligible for group rates.



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LOCATION:

Managing Your Duty to Accommodate will be held at a convenient location in Calgary, Alberta. Detailed venue information will be forthcoming as it becomes available.

YOUR REGISTRATION INCLUDES:

Registration fees include all course materials, continental breakfast, lunch, and refreshments. **Parking and accommodation are not included.**

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CANCELLATION POLICY:

Substitutions may be made at any time. If you are unable to attend, please make cancellations in writing and email to register@infonex.ca or fax to 1-800-558-6520 **no later than August 6, 2019**. A credit voucher will be issued to you for the full amount, redeemable against any other INFONEX course and which is valid for twelve months (one year) from the date of issue.

Registrants who cancel after **August 6, 2019**, will not be eligible to receive any credits and are liable for the entire registration fee.

Confirmed registrants who do not cancel **by August 6, 2019** and fail to attend will be liable for the entire registration fee.

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