

# 2019 A Year in Review

## *Program and Registration Information*

### JOIN THE DISCUSSION

Legal updates and practical challenges for management and employee groups. Areas include:

- Occupational Health and Safety
- Labour Law
- Business Immigration
- Human Rights
- Employment
- Workplace Privacy
- Intellectual Property

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**FIELD LAW**

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## PART ONE TOPICS

### OCCUPATIONAL HEALTH + SAFETY



**Steve Eichler**  
(Calgary)



**Sharon Roberts**  
(Edmonton)

- Muddying *Precision*: what courts are doing post *R v Precision Diversified*
- Meetings you can miss! Supersizing H+S committees
- Moooving past “Bill 6”: OHS on farms gets sent out to pasture
- 18 Months of Harassment: The past, present and future of psychological safety
- *Hall v Stewart*: is WCB’s protection against lawsuits still intact?
- Enforcement synopsis: Recent convictions, administrative penalties + tickets



**Adam Ollenberger**  
(Edmonton)

### LABOUR LAW



**Frank Molnar, QC, MIR**  
(Calgary)



**Tessa Gregson**  
(Edmonton)

- Amendments to the Labour Relations Code
- Alberta Court of Appeal speaks out on sexual harassment and obligation to maintain a safe work environment
- Contracting out during statutory freeze
- Grievor loses right to collect payment after breaching settlement agreement - enforcing confidentiality terms
- Settlement agreement and release not a bar to filing an unjust dismissal complaint

### BUSINESS IMMIGRATION



**Miranda Sinclair**  
(Calgary)



**Orlagh O’Kelly**  
(Edmonton)

- “New NAFTA” and changes to business immigration
- What you need to know about business travel
- Canadian immigration trends and effects on employers

### ABOUT FIELD LAW

Field Law is a western and northern regional business law firm listed as one of the largest firms in Canada with offices in Calgary and Edmonton, Alberta and Yellowknife, Northwest Territories. The Firm has been proactively serving clients and providing legal counsel for over 100 years supporting the specific and ever-evolving business needs of regional, national and international clients who do business in western and northern Canada. More than 120 lawyers and 160 supporting staff work together to provide a comprehensive range of legal and complementary services to businesses, institutions, governments, indigenous peoples and other organizations in corporate and commercial matters, litigation and dispute resolution, labour and employment, insurance, intellectual property and emerging technology, energy, construction, education, privacy, professional regulatory, health and medical malpractice issues. Additionally the Firm provides private services to individuals including estate planning services, tax and real estate transactions. Field Law has lawyers called to the Alberta, Northwest Territories, Nunavut, Yukon, Ontario, British Columbia, Manitoba and Saskatchewan Bars.

## PART TWO TOPICS

### HUMAN RIGHTS



**Christin Elawny**  
(Calgary)



**Albert Nolette**  
(Edmonton)

- What qualifies as an addiction requiring accommodation?
- Reinstatement of employment as a remedy
- Desire to return to work and the duty to accommodate
- Accommodation and the duty to inquire and investigate
- The latest on family status accommodation

### EMPLOYMENT



**Rob Rakochey**  
(Calgary)



**Kim Precht**  
(Edmonton)

- Reasonable notice requirements in a tough economy
- Employees, dependent contractors, and independent contractors - where to draw the lines
- What’s the harm? Recent decisions on punitive and aggravated damages
- Changes to the Employment Standards Code and Canada Labour Code in 2019

### WORKPLACE PRIVACY



**Kelly Nicholson**  
(Calgary)



**Leanne Monsma**  
(Edmonton)

- Legislative update: recent developments in CASL and GDPR enforcement
- The SCC provides a new approach to the reasonable expectation of privacy - implications for employers and employees
- Keeping an eye on employees: the admissibility and use of surveillance evidence - reasonableness or relevance?
- When surveillance data is collected by third parties
- Social media and the workplace: when posting becomes misconduct

### INTELLECTUAL PROPERTY



**Laura MacFarlane**  
(Calgary + Edmonton)

- Protecting your company’s intellectual property and confidential information
- Intellectual property clauses you should be including in contracts
- The importance of trademarks, copyright and patents to the value of your brand



# REGISTER TODAY

To register online, please visit:

## FOR CALGARY

[fieldlawYIR2019CGY.eventbrite.ca](http://fieldlawYIR2019CGY.eventbrite.ca)

## FOR EDMONTON

[fieldlawYIR2019EDM.eventbrite.ca](http://fieldlawYIR2019EDM.eventbrite.ca)

Registration is handled on a first-come, first-serve basis.  
Early registration is encouraged to reserve a spot.

## Dates + Locations

Field Law Calgary  
400 - 444 7 AVE SW  
Calgary AB T2P 0X8

PART 1	Tuesday, January 21	Breakfast
	Wednesday, January 22	Lunch
	Tuesday, January 28	Lunch
	Wednesday, January 29	Lunch
	Thursday, January 30	Lunch

PART 2	Monday, February 3	Lunch
	Wednesday, February 5	Lunch
	Monday, February 10	Lunch
	Tuesday, February 11	Lunch
	Wednesday, February 12	Breakfast

## Agenda

Registration opens 30 minutes before the seminar.

### BREAKFAST

7:45 AM – 9:30 AM	Part 1 Seminar
7:45 AM – 10:00 AM	Part 2 Seminar

### LUNCH

11:45 AM – 1:30 PM	Part 1 Seminar
11:45 AM – 2:00 PM	Part 2 Seminar

Field Law Edmonton  
2500 - 10175 101 ST NW  
Edmonton AB T5J 0H3

PART 1	Tuesday, January 28	Lunch
	Wednesday, January 29	Lunch
	Thursday, January 30	Lunch

PART 2	Wednesday, February 26	Lunch
	Thursday, February 27	Lunch
	Thursday, March 5	Lunch

## Questions?

Contact Joanne at [jluk@fieldlaw.com](mailto:jluk@fieldlaw.com) for Calgary seminars  
and Kate at [krieger@fieldlaw.com](mailto:krieger@fieldlaw.com) for Edmonton seminars.

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Because Clarity Matters