

CITY SLICKER SESSIONS

Wednesday June 6, 2018

RELIEVING WORK RELATED STRESS IN THE CORRAL WITH HUMOUR

Keynote Speaker JUDY CROON

Stress is a major cause of most illnesses, and humour is an amazing way to relieve it. Harvard studies show that when you are stressed, your brain shrinks. However, when you laugh, you relax; and when you relax, you learn. This hilarious and inspirational session explores seven stress-relieving ingredients: a positive attitude, perseverance, forgiveness, teamwork (difficult people), family and friends, mental activity and physical activity.

Objectives:

- How to cope with information overload
- How to appreciate the incredible medical benefits of humour
- Discover how happiness is a mindset
- How to deal with Difficult People
- Increase your chances of surviving a heart attack by five times and increase your lifespan and quality of life by laughing
- Increase your brain's reasoning and decision-making
- Learn the surprising key to motivation and the most important gift you can give your child

STAYING ON THE CURVE:

THE LIFECYCLE AND RODEO OF A HEALTHCARE DISINFECTION PROGRAM

HEATHER CANDON, (CIC), Mackenzie Healthcare
BOB FOOTWINKLER, Sodexo, Mackenzie Healthcare
DAVID CHRIS, The Clorox Company of Canada

Hospital cleaning and disinfectant changes are often made without proper qualitative and quantitative evaluation or stakeholder engagement. Instead, contractual obligations coupled with equipment manufacturer guidelines are often the impetus for product selection. Operating this way leads to unforeseen consequences to infrastructure, costing, safety issues for patient and staff. This panel session will review the project, results and lessons learned during the development of an all-encompassing disinfection selection program.

#METOO IN THE WORKPLACE:

THE DAYS OF THE WILD WEST ARE OVER - LET'S SEE SOME R-E-S-P-E-C-T

KEITH BURKHARDT, Sherrard Kuzz LLP

The #MeToo movement has moved from Hollywood to the boardroom. In workplaces across North America, employees and former employees are coming forward with stories about their experiences with sexual harassment at the hands of fellow employees and managers.

This presentation will explain an employer's legal obligations, both before and after a complaint is lodged, and will also identify best practices for workplace policies, investigations and dealing with the fallout after an allegation is made.

Topics include:

- Legal obligations for employers: legislative, collective agreement and common law rules
- Elements of a workplace harassment policy: how a well drafted and implemented policy could save administrative and legal headaches in the future
- Best practices in an investigation: the role of the employer, complainant, union and alleged harasser in an investigation as well as proper investigative techniques
- Dealing with the outcome of the investigation: deciding on discipline, communicating the findings to employees and addressing gossip and other HR issues

**THE NEW SHERIFF'S IN TOWN:
THE ALIGNMENT OF HSK/EYS AND INFECTION PREVENTION**

BARB SHAE, Mount Sinai Hospital

This session will discuss:

- Having a seat at the table
- Strategies to inform and influence IPAC best practices
- Business cases for new tools and technologies

Thursday, June 7, 2018

**BILL 148:
IT MAY NOT BE YOUR FIRST RODEO BUT THE WORKPLACE RULES HAVE CHANGED**

KEITH BURKHARDT, Sherrard Kuzz LLP

Bill 148 introduces significant amendments to Ontario's Employment Standards Act, 2000 ("ESA") and Labour Relations Act, 1995 ("LRA"), many of which took effect on January 1, 2018, with others coming into force on April 1, 2018 and January 1, 2019.

This presentation is designed to provide an overview of the changes to the ESA and LRA and provide practical tips to employers who wish to remain compliant with the new legislation.

Topics include:

- Equal Pay for part-time, temporary and casual employees: understanding and applying the new law
- Scheduling: policies and practices to comply with the new obligations
- Personal Emergency Leave: integration with existing leave policies and other paid entitlements
- Vacation and Holiday Pay: how to calculate under the new regime
- Record Keeping: what's new and how to comply
- Changes to Collective Bargaining and Labour Board Processes: strategic options to address labour relations challenges

DIGNITY, RESPECT, AND NOTHING LESS, PARTNER

JOHN KEATING, Keating Seniors Safety Consulting

John will address some of the physical, emotional, verbal, sexual abuse and neglect that residents experience. Examples of workplace harassment, passive aggressive type bullying, challenging families and the difference between challenge and abusive behavior. Tips, rules and procedures that will control this type of behavior and make the workplace non-abusive. Investigation tips, union representation obstructing the investigation, our duty to report suspected abuse immediately, and when should the police be involved.

RESOLVING CONFLICT - ROUNDING UP THE OPPORTUNITY!

WENDY MURDOCH, Mohawk Medbuy

In this session we will identify the different kinds of conflict and appropriate responses to each, assess preferred styles and behaviours in managing conflict, explore proven approaches to resolving conflict and learn how to grow, develop and thrive after conflict.

