



**THE HAMILTON LAW ASSOCIATION**  
Continuing Professional Development Committee Presents ....

## **10<sup>th</sup> ANNUAL EMERGING ISSUES IN EMPLOYMENT LAW**

**Thursday, January 17, 2013 (1:45 to 4:30 p.m.)**  
John Sopinka Courthouse, 7<sup>th</sup> Floor Jurors' Lounge (Room 706)  
45 Main Street East, Hamilton, ON

**Moderator:** Jennifer Zdriluk, Ross & McBride LLP

For Experienced  
Members, this program is  
eligible toward the Law  
Society's CPD  
requirement as **2.5**  
**Substantive Hours.**

### **A G E N D A**

- 1:45 pm – 2:00 pm      **Registration and Refreshments**
- 2:00 pm - 2:10 pm      **Welcome and Introduction to Program**
- 2:10 pm - 2:50 pm      **SUMMARY JUDGMENT APPLICATIONS IN WRONGFUL DISMISSAL  
CASES**  
*Presented by:* **Helen Pelton**, Pelton Law
- Impact of the changes to Rule 20
  - Fast track resolution for both employers and employees
  - When to use it – factors to weigh
- 2:50 pm - 3:15 pm      **HUMAN RIGHTS – Disability Management in an Aging Workforce**  
*Presented by:* **Jane Gooding**, Evans, Philp LLP
- Defining disability
  - The duty to accommodate and undue hardship in the aging workplace
  - Age as a BFOR
  - Age discrimination claims in termination & performance management
- 3:20 pm - 3:50 pm      **RESTRICTIVE COVENANTS & NON-SOLICITATION**  
*Presented by:* **Robert S. Whitmore**, McHugh Mowat Whitmore Ionico  
MacPherson LLP
- How much is too much
  - When do they work
  - Drafting tips
- 3:50 pm - 4:30 pm      **PANEL DISCUSSION – Emerging Issues and Hot Topics!**  
*Panelists:* **Ed Canning**, Ross & McBride LLP  
**Anna M. Vereschagin**, McArthur Vereschagin & Brown LLP  
**Sharon L.C. White**, Inch Hammond Professional Corporation
- Electronic/Social Networking – intersection of acceptable uses v. unacceptable uses
  - Termination Trends



### **REGISTRATION FORM**

Registration Fees: (Fees include 13% HST & materials; Registration #R122908171)

**\$150.00** - Members in Good Standing of the Hamilton Law Association;

**\$100.00** - Articling Students / paralegal or law clerks from member firms / non-practicing members;

**\$175.00** - Others

Please register me for the **10<sup>th</sup> Annual Emerging Issues in Employment Law** seminar to be held on **January 17, 2013**. I enclose a cheque for \$\_\_\_\_\_ payable to the Hamilton Law Association, or I authorize the amount of \$\_\_\_\_\_ to be charged to my MasterCard or Visa.

Card # \_\_\_\_\_ Expiry Date \_\_\_\_\_

Registrant Name \_\_\_\_\_ Firm \_\_\_\_\_ Call Year \_\_\_\_\_

Telephone \_\_\_\_\_ E-mail \_\_\_\_\_ City \_\_\_\_\_

(Confirmations will be sent via email only.)

Signature \_\_\_\_\_

Send to: The Hamilton Law Association, **Attn: Paula Bridgewood** (email: [pbridgewood@hamiltonlaw.on.ca](mailto:pbridgewood@hamiltonlaw.on.ca))

45 Main Street East, Suite 500, Hamilton, ON L8N 2B7 / Telephone: 905-522-1563; Fax: 905-572-1188

**Refund Policy:** Registration fee less 25% plus HST is refundable if cancellation is received FIVE working days before the program.

Flyer updated Nov 6/12