

# The Six-Minute Employment Lawyer 2021

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

**Craig Stehr**, *Gowling WLG (Canada) LLP*

**June 24, 2021**

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

**Total CPD Hours = 3 h Substantive + 15 m Professionalism <sup>P</sup>  
+ 15 m EDI Professionalism <sup>E</sup>**

**Law Society of Ontario**

**SKU CLE21-00604**

## **Agenda**

**9:00 a.m. – 9:05 a.m.**

**Welcome and Opening Remarks**

*Hena Singh, Singh Lamarche LLP*

*Craig Stehr, Gowling WLG (Canada) LLP*

**9:05 a.m. – 9:13 a.m.**

**Issues Related to Conducting Arbitrations  
During the Pandemic (8 m <sup>P</sup>)**


*John Martelli, John Martelli Mediation Arbitration Services*

**9:13 a.m. – 9:21 a.m.**

**Issues Related to Working from Home in Another Country**

*Sharaf Sultan, Sultan Lawyers PC*

- 9:21 a.m. – 9:28 a.m.**      **Bonus Entitlements after Dismissal: *Matthews v. Ocean Nutrition***  
Nadine Côté, *CSuite Law*
- 9:28 a.m. – 9:35 a.m.**      **The Duty of Good Faith and Employment Contracts**  
Rishi Bandhu, *Bandhu Law PC*
- 9:35 a.m. – 9:42 a.m.**      **Question and Answer Session**
- 9:42 a.m. – 9:49 a.m.**      **Balancing Employee Speech and Employer Reputation**  
Kumail Karimjee, *Karimjee Resolutions and Karimjee Law*
- 9:49 a.m. – 9:56 a.m.**      **New Developments in Just Cause Terminations**  
Matthew Dewar, *Duntrune LLP*
- 9:56 a.m. – 10:03 a.m.**      **An Update on the Enforceability of Termination Provisions (*Waksdale*)**  
Khiam Nong, *Gowling WLG (Canada) LLP*
- 10:03 a.m. – 10:10 a.m.**      **Update on Notice Awards**  
Christopher Edwards, *Templeman LLP*
- 10:10 a.m. – 10:15 a.m.**      **Question and Answer Session**
- 10:15 a.m. – 10:22 a.m.**      **New Developments in the Federal Sector**  
Emily Rahn, *Legal Affairs, Canada Post Corporation*

- 10:22 a.m. – 10:29 a.m.**      **Federal Workplace Harassment Regulations**  
*Stephanie Lewis, Dentons Canada LLP*
- 10:29 a.m. – 10:36 a.m.**      **The Interplay Between LTD Actions, the Duty to Accommodate, and Wrongful Dismissal Claims**  
*James Cameron  
Raven, Cameron, Ballantyne & Yazbeck LLP*
- 10:36 a.m. – 10:45 a.m.**      **Question and Answer Session**
- 10:45 a.m. – 11:00 a.m.**      **Break**
- 11:00 a.m.– 11:07 a.m.**      **Ethical Issues in Workplace Investigations (7 m )**  
*Gillian Shearer, Shearer Parnega LLP*
- 11:07 a.m. – 11:14 p.m.**      **Legal Issues Related to Mental Health in the Workplace**  
*Deborah Hudson, Hudson Sinclair LLP*
- 11:14 a.m. – 11:21 a.m.**      **Unique Issues in Workplace Investigation Involving Racialized Employees (7 m )**  
*Nathaniel Marshall, Turnpenny Milne LLP*
- 11:21 a.m. – 11:29 p.m.**      **Identifying and Addressing your own Bias in Workplace Investigations (8 m )**  
*Tola Olupona, Rubin Thomlinson LLP*
- 11:29 a.m. – 11:35 a.m.**      **Question and Answer Session**

<b>11:35 a.m. – 11:42 p.m.</b>	<b>Update on the Duty to Mitigate</b>  Stefan Rosenbaum, <i>Singh Lamarche LLP</i>
<b>11:42 a.m. – 11:49 a.m.</b>	<b>The Employer’s Right to Require Employees to Receive a Vaccine</b>  Rich Appiah, <i>Appiah Law</i>
<b>11:49 a.m. – 11:56 a.m.</b>	<b>The WSIAT’S Overlapping Jurisdiction in Constructive Dismissal Cases</b>  Cenobar Parker, <i>Parker Sim LLP</i>
<b>11:56 a.m. – 12:03 p.m.</b>	<b>Question and Answer Session</b>
<b>12:03 p.m. – 12:10 p.m.</b>	<b>COVID-Related Constructive Dismissal: A review of <i>Coutinho v. Ocular Health Centre Ltd.</i></b>  Dorian Persaud, <i>Persaud Employment Law</i>
<b>12:10 p.m. – 12:17 p.m.</b>	<b>Update on Family Status Accommodation</b>  Amelia Cooke, <i>Sevigny Dupuis LLP</i>
<b>12:17 p.m. – 12:24 p.m.</b>	<b>Employment Law v. Public Relations</b>  Paul Cassan, <i>Wishart Law Firm LLP</i>
<b>12:24 p.m. – 12:30 p.m.</b>	<b>Question and Answer Session</b>
<b>12:30 p.m.</b>	<b>Program Ends</b>