

The *Employment Standards Act* – A Primer 2024

CO-CHAIRS: **Jonquille Pak**, *JPak Professional Corporation*

Carita Wong, *Israel Foulon Wong LLP*

March 1, 2024

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

Total CPD Hours = 3 h + 30 m Substantive

Law Society of Ontario

Webcast Only

SKU CLE24-0030100-D-WEB

Agenda

9:00 a.m. – 9:05 a.m.

Welcome

Jonquille Pak, JPak Professional Corporation

Carita Wong, Israel Foulon Wong LLP

9:05 a.m. – 9:25 a.m.

Application of the Act

*Madeleine Loewenberg, Loewenberg Psarris Workplace
Law LLP*

Hendrik Nieuwland, Shields O'Donnell MacKillop LLP

9:25 a.m. – 9:30 a.m.

Question and Answer Session

- 9:30 a.m. – 9:50 a.m.** **Definition of an Employee Versus an Independent Contractor**
- R. Mark Fletcher, *Grosman Gale Fletcher Hopkins LLP*
- David Tsai, *Miller Thomson LLP*
- 9:50 a.m. – 9:55 a.m.** **Question and Answer Session**
- 9:55 a.m. – 10:20 a.m.** **Common and Successor Employer Issues – When Do You Treat Related Entities as a Common Enterprise?**
- Priya Sarin, *Sherrard Kuzz LLP*
- David Whitten, *Whitten & Lublin PC*
- 10:20 a.m. – 10:25 a.m.** **Question and Answer Session**
- 10:25 a.m. – 10:45 a.m.** **Break**
- 10:45 a.m. – 11:20 a.m.** **ESA Protected Leaves: Maternity Leaves, Disability Leaves, Emergency Disease Protection Leave**
- Nicole Simes, *Simes Law*
- Wade Poziomka, *Ross & McBride LLP*
- 11:20 a.m. – 11:30 a.m.** **Question and Answer Session**
- 11:30 a.m. – 12:00 p.m.** **Proposed Changes to the ESA**
- Stan Fainzilberg, *Samfiru Tumarkin LLP*
- Tina Lee, *Lee Workplace Law*

12:00 p.m. – 12:05 p.m. Question and Answer Session

12:05 p.m. – 12:25 p.m. Electronic Monitoring Policy

Ellen Low, Ellen Low and Co. Employment Law

12:25 p.m. – 12:30 p.m. Question and Answer Session

12:30 p.m. Program Ends