

The Eight-Minute Employment Lawyer 2024



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

Craig Stehr, *Gowling WLG (Canada) LLP*

April 11, 2024

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

**Total CPD Hours = 3 h Substantive + 15 m Professionalism ^P
+ 15 m EDI Professionalism ^E**

Webcast Only

Law Society of Ontario

SKU CLE24-00404

Agenda

9:00 a.m. – 9:05 a.m.

Welcome

Hena Singh, Singh Lamarche LLP





Craig Stehr, Gowling WLG (Canada) LLP

9:05 a.m. – 9:14 a.m.

Update on the Enforceability of Termination Provisions

J.P. Karam, Willis Business Law

- 9:14 a.m. – 9:23 a.m.** **Notice Periods in Exceptional Circumstances**
Behzad Hassibi, *Israel Foulon Wong LLP*
- 9:23 a.m. – 9:32 a.m.** **Constructive Dismissal Update**
Tatha Swann, *Swann Law*
- 9:32 a.m. – 9:41 a.m.** **Just Cause Update**
Melissa Roth, *Gowling WLG (Canada) LLP*
- 9:41 a.m. – 9:48 a.m.** **Question and Answer Session**
- 9:48 a.m. – 9:57 a.m.** **Consequences of the Failure to Pay ESA Minimums**
Stefan Rosenbaum, *Singh Lamarche LLP*
- 9:57 a.m. – 10:06 a.m.** **Legal Issues Regarding Remote and Hybrid Work Relationships**
Allyson Lee, *Sherrard Kuzz LLP*
- 10:06 a.m. – 10:15 a.m.** **Can You Terminate Employees for Off-Duty Conduct (e.g. Expressing a Particular Political View)?**
Fiona Martyn, *Samfiru Tumarkin LLP*
- 10:15 a.m. – 10:24 a.m.** **Difference between Confidential Information, Know How, and Trade Secrets**
Gregory Dobney, *Cunningham, Swan, Carty, Little & Bonham LLP*
- 10:24 a.m. – 10:30 a.m.** **Question and Answer Session**

- 10:30 a.m. – 10:50 a.m.** **Break**
- 10:50 a.m. – 10:59 a.m.** **Trauma-Informed Lawyering (8 m )**
- Gemma Smyth, Associate Professor & Externship Program
Director, Faculty of Law, *University of Windsor*
- 10:59 a.m. – 11:08 a.m.** **Intersectionality in Investigations (7 m )**
- Esi Codjoe, *Turnpenney Milne LLP*
- 11:08 a.m. – 11:17 a.m.** **Human Trafficking in Employment Law**
- Colleen Hoey, *Dentons Canada LLP*
- 11:17 a.m. – 11:26 a.m.** ***Canada Labour Code* Investigations and How They Differ**
- Odessa O'Dell, *Borden Ladner Gervais LLP*
- 11:26 a.m. – 11:34 a.m.** **What the Mediators Observed: A Sprint Through 2023
(7 m )**
- Joy Noonan, Mediator, *Neutral Solutions Inc.*
- 11:34 a.m. – 11:40 a.m.** **Question and Answer Session**
- 11:40 a.m. – 11:49 a.m.** **How to Effectively Use ADR Clauses**
- Ryan Wozniak, *Wozniak Law Professional Corp.*
- 11:49 a.m. – 11:58 a.m.** **Using Technology in Your Practice (8 m )**
- Stuart Rudner, *Rudner Law and Rudner ADR*

- 11:58 a.m. – 12:07 p.m.** **Non-Disclosure Agreements**
Boris Subara, *Fasken Martineau DuMoulin LLP*
- 12:07 p.m. – 12:16 p.m.** **Use of AI in the Workplace**
Ryan Watkins, *Whitten & Lublin LLP*
- 12:16 p.m. – 12:25 p.m.** **Taxation of Settlements**
Bhuvana Rai, *Mors & Tribute Professional Corporation*
- 12:25 p.m. – 12:30 p.m.** **Question and Answer Session**
- 12:30 p.m.** **Program Ends**