



# 17<sup>TH</sup> ANNUAL Employment Law Summit

Chair: **Barry Fisher**  
*Barry B. Fisher Mediation & Arbitration*

**Connie Reeve, C.S.**  
*Reeve Resolutions*

**October 18, 2016**  
**9:00 a.m. to 4:00 p.m.**  
**Total CPD Hours = 5 h Substantive + 1 h Professionalism <sup>P</sup>**

**The Law Society of Upper Canada**  
**130 Queen Street West**  
**Toronto, ON**

**SKU CLE16-0100501**



## **Agenda**

**9:00 a.m. – 9:05 a.m.**

**Welcome and Opening Remarks**

*Barry Fisher, Barry B. Fisher Mediation & Arbitration*

*Connie Reeve, C.S., Reeve Resolutions*

**9:05 a.m. – 9:45 a.m.**

**Accommodating Mental Health Issues**

*Christina Fuda, Mental Health First Aid Coordinator*

*Ontario Shores Centre for Mental Health Sciences*

Michelle Henry, *Borden Ladner Gervais LLP*

Carita Wong, *Israel Foulon LLP*

<b>9:45 a.m. – 9:55 a.m.</b>	<b>Question and Answer Session</b>
<b>9:55 a.m. – 10:20 a.m.</b>	<b>What Impact Will <i>Oudin</i> Have on the Enforceability of Termination Provisions?</b>
	Carly Dunster, <i>Turnpenny Milne LLP</i>
	Doug MacLeod, <i>MacLeod Law Firm</i>
<b>10:20 a.m. – 10:25 a.m.</b>	<b>Question and Answer Session</b>
<b>10:25 a.m. – 10:45 a.m.</b>	<b>Coffee and Networking Break</b>
<b>10:45 a.m. – 11:15 a.m.</b>	<b>Legalizing Marijuana – Impact on the Workplace?</b>
	Shelley Brown, <i>Steinberg Title Hope &amp; Israel LLP</i>
	Laila Karimi Hendry, <i>Hicks Morley Hamilton Stewart Storie LLP</i>
<b>11:15 a.m. – 11:20 a.m.</b>	<b>Question and Answer Session</b>
<b>11:20 a.m. – 11:50 a.m.</b>	<b>Deconstructing Constructive Dismissal</b>
	Mary Lou Brady, <i>Siskinds LLP</i>
	Kumail Karimjee, <i>Karimjee Greene LLP</i>
<b>11:50 a.m. – 12:00 p.m.</b>	<b>Question and Answer Session</b>

<b>12:00 p.m. – 1:00 p.m.</b>	<b>Lunch Provided</b>
<b>1:00 p.m. – 1:20 p.m.</b>	<b>Costs on a Motion for Summary Judgment</b>  <i>Andrew Monkhouse, Monkhouse Law Professional Corporation</i>
<b>1:20 p.m. – 1:50 p.m.</b>	<b>Managing the Difficult Client at Mediation</b> (30 minutes  )  <i>Sean McGee, Nelligan O'Brien Payne LLP</i>  <i>Peigi Ross, Dunsmore Wearing LLP</i>  Michael Silver, Arbitrator/Mediator
<b>1:50 p.m. – 2:00 p.m.</b>	<b>Question and Answer Session</b>
<b>2:00 p.m. – 2:35 p.m.</b>	<b>Recent Case Law on Bonus and Incentive Pay Issues Arising at Termination</b>  <i>Abdul-Basit Khan, WeirFoulds LLP</i>  Jane Milburn, <i>Milburn &amp; Associates</i>
<b>2:35 p.m. – 2:40 p.m.</b>	<b>Question and Answer Session</b>
<b>2:40 p.m. – 3:00 p.m.</b>	<b>Coffee and Networking Break</b>
<b>3:00 p.m. – 3:20 p.m.</b>	<b>Dismissal without Cause and Termination Clauses in Employment Contracts: What's Different in La Belle Province?</b>  <i>Patrick Benaroche, Stikeman Elliott LLP</i>
<b>3:20 p.m. – 3:25 p.m.</b>	<b>Question and Answer Session</b>

**3:25 p.m. – 3:55 p.m.                      Ethics in Mediation and Negotiations (30 minutes )**

Matthew Certosimo, C.S., *Borden Ladner Gervais LLP*

James Heeney, *Robinson Heeney LLP*

Elaine Newman, Mediator/Arbitrator, *Newman Arbitrations Inc.*

**3:55 p.m. – 4:00 p.m.                      Question and Answer Session**

**4:00 p.m.                                      Program Ends**