

8:30 am - 9:00 am	Registration	
9:00 am - 9:15 am	Welcome Remarks	<p>Thomas J. Bender Co-President and Managing Director, Littler</p> <p>Peter Susser Global Practice Leader, Littler</p> <p>Sari Springer Office Managing Partner, Littler Toronto</p>
9:15 am - 10:15 am	<p>Canadian Employment and Labour Law: Trends for 2018</p> <p>The landscape for Canadian employment and labour law is fast moving and ever changing. Three presenters on this panel will look at that landscape in the context of three issues that have been addressed recently by courts and tribunals and relevant case law dealing with each one of those issues. Another presenter will provide an overview of the key corporate immigration issues in Canada. Topics to be discussed include:</p> <ul style="list-style-type: none"> • The latest developments in termination clause enforceability • The latest developments in how to minimize the risk of a wrongful dismissal claim following an employee's resignation • Overview of recent legislative updates pertaining to corporate immigration to Canada 	<p>George Vassos Partner, Littler Toronto</p> <p>Monty Verlint Partner, Littler Toronto</p> <p>Yusra Siddiquee Partner, Littler Toronto</p>
10:15 am - 10:30 am	Break	

<p>10:30 am – 11:30 pm</p>	<p>Mental Illness in the Workplace</p> <p>Mental illness is a leading cause of disability in Canada. As our understanding of mental illness has improved, employment and human rights laws have also improved in their ability to protect those suffering from mental illness. Nonetheless, both employees and employers face challenges when navigating mental health accommodations in the workplace. In this session, Ms Springer will discuss some of the key legal considerations including the duty to accommodate, the duty to inquire, and reaching undue hardship.</p> <p>Dr. Zaretsky will then provide an overview of some of the most common major psychiatric disorders and explain how they might impact work performance, psychological first aid, treatments, the role of stigma in mental illness, and the concept of recovery. This will be followed by a powerful and intimate short film from the Out of Darkness film series, which was conceived by Dr. Zaretsky and is dedicated to increasing compassion towards those who suffer from bipolar disorder.</p>	<p>Ari Zaretsky Psychiatrist-in-Chief, Sunnybrook Health Sciences Centre</p> <p>Sari Springer Office Managing Partner, Littler Toronto</p>
<p>11:30 am – 11:45 am</p>	<p>Break</p>	
<p>11:45 am – 12:45 pm</p>	<p>The Workplace of the Future: The Rise of Robotics and What it Means for Employers</p> <p>In this session, we will explore the areas of labour and employment law that will be most impacted by the deployment of robotics, human enhancement technologies and artificial intelligence (AI) including:</p> <ul style="list-style-type: none"> • Workplace privacy • Worker’s compensation • Health and safety • Anti-discrimination protections • Wage and hour requirements • Unionization and collective bargaining requirements • Human displacement • New legislation and regulations • International standards and agreements 	<p>Natalie Pierce Shareholder, Littler San Francisco & Co-Chair of Littler’s Robotics, Artificial Intelligence and Automation Practice Group</p>
<p>12:45 pm – 1:15 pm</p>	<p>Lunch</p>	

<p>1:15 pm – 2:15 pm</p>	<p>Keynote Presentation The #MeToo Culture and the Loss of the Presumption of Innocence</p> <p>Christie Blatchford has written for the Globe and Mail, the Toronto Star, the Toronto Sun, and currently she is a widely read columnist for the National Post. She won the 2008 Governor General’s Literary Award in Non-fiction for her book <i>Fifteen Days: Stories of Bravery, Friendship, Life and Death from Inside the New Canadian Army</i>, which chronicles the experiences of Canadian soldiers in Afghanistan. Ms Blatchford is known for her outspoken personality and willingness to take a stand on controversial issues. In this presentation, she will discuss her concerns about the anti-harassment #MeToo culture and the reputational damage experienced by men who are named by women who are often presumed to be telling the truth. Ms Blatchford will share her views on why with this loss of a presumption of innocence and a lack of due process, “... the #MeToo tsunami has about it a real whiff of McCarthyism.”</p>	<p>Christie Blatchford Award winning Canadian newspaper columnist, journalist, and author</p>
<p>2:15 pm – 2:30 pm</p>	<p>Break</p>	
<p>2:30 pm – 3:30 pm</p>	<p>Transgender Rights in the Workplace</p> <p>In recent years, the transgender community, one of the world’s most marginalized and vulnerable populations, has received considerable media attention. In Canada, federal and provincial human rights legislation protects people from discrimination in employment based on gender identity and gender expression. Similarly, in the United States, federal law forbids discrimination in employment based on gender identity.</p> <p>To comply with these requirements, Canadian and U.S. employers must prohibit discrimination against transgender individuals in the workplace.</p> <p>In this session, guidance will be provided to employers on how to:</p> <ul style="list-style-type: none"> • Update policies and practices so that they do not discriminate against transgender individuals • Educate employees, managers and supervisors to ensure they understand they must not discriminate against or harass transgender employees • Investigate discrimination and harassment complaints from transgender employees • Remedy discrimination harassment against transgender employees • Accommodate transgender employees 	<p>Denise Visconti Office Managing Shareholder, Littler San Diego</p> <p>Barry Kuretzky Partner, Littler Toronto</p>
<p>3:30 pm</p>	<p>Closing Remarks</p>	<p>Sari Springer Office Managing Partner, Littler Toronto</p>