



Littler

Powering the Future Workplace

The 2026 Regional Employer Conference

CANADA REGIONAL EMPLOYER | TORONTO | OCTOBER 21, 2026

7:30 a.m. – 8:20 a.m.

Registration and Breakfast

8:20 a.m. – 8:30 a.m.

Welcome Remarks

8:30 a.m. – 9:30 a.m.

Exit Strategy: Protecting Your Business When Key Employees Walk Out the Door

When a key employee resigns, the real risk often begins after they leave. Across Canada, employers are increasingly confronted with competitive departures, customer and employee poaching, the misuse of confidential information, and disputes over ownership and access to business data. This session will examine the legal tools available to protect business interests when employees move to competitors or launch competing ventures, including restrictive covenants, confidentiality obligations, fiduciary duties, and the role of urgent injunctive relief. Drawing on recent developments from courts across the country, participants will explore the enforceability of non-competition and non-solicitation agreements, the practical challenges of obtaining injunctions, and the strategies organizations are employing to respond to high-risk departures in a rapidly evolving talent market. From preserving evidence to protecting customer relationships and proprietary information, this session will address the issues that keep employers up at night when valuable employees walk out the door.

9:30 a.m. – 9:45 a.m.

Break

9:45 a.m. – 10:45 a.m.

Beyond Compliance: Managing ESG, Anti-Corruption, and Workforce Risks in a Borderless Regulatory Environment

Organizations are facing increasing scrutiny from regulators, investors, customers, and employees regarding how they manage ESG, anti-corruption, and workforce-related risks across their operations and supply chains. As regulatory expectations continue to expand globally, organizations must navigate a growing patchwork of obligations relating to modern slavery reporting, human rights due diligence, anti-corruption compliance, supply chain transparency, and responsible business conduct. This session will explore approaches to assessing workforce and supply chain risks, conducting due diligence, and developing governance frameworks that withstand regulatory, investor, and public scrutiny, and the critical role of HR and legal teams in this process.

10:45 a.m. – 11:00 a.m.

Break



11:00 a.m. – 12:00 p.m.

Leveraging Technology to Transform Your Employee Engagement and Organizing Strategies

As workplaces grow more complex and organizing efforts become more agile, employers must build tech-enabled strategies to keep pace. Today's innovations can drive greater insights into today's employees, and employers that learn how to weave these tools into their operations can drive their engagement and labour strategies to the next level. This session explores how to harness data and AI tools with real-time demonstrations and candid conversations to manage risk and build stronger employee relationships before issues escalate. From using cognitive AI to better understand employee sentiment, to testing communication messages in real time, to understanding how influencer networks connect hard-to-reach workforces. This session will also cover how to develop the right bargaining approaches and contingencies to ensure modern operations can shift and adapt as laws evolve.

12:00 p.m. – 1:00 p.m.

Lunch

1:00 p.m. – 1:45 p.m.

Workplace AI: Legal Risks, Practical Realities, and What's Next

Artificial intelligence is rapidly transforming the workplace, creating new opportunities and new risks for employers and HR professionals. From screening candidates and drafting performance reviews to supporting workplace investigations, health and safety initiatives, accommodation and workforce planning, AI tools are increasingly being integrated into employment-related decision-making. This session will explore the risks associated with relying on AI to support employment decisions, the evolving expectations of courts and employees, and the practical considerations organizations should take into account when implementing these technologies. The session will also provide an overview of emerging AI workplace legislation in the United States and consider what these developments may reveal about legislative and regulatory trends that could influence the future of workplace AI regulation in Canada.

1:45 p.m. – 2:30 p.m.

Performance Management in the Accommodation Era

Have you ever had an employee request accommodation or a leave of absence while they are also struggling with performance? This session will offer practical guidance to both unionized and non-unionized employers facing this increasingly frequent situation. Participants will learn how to engage in the accommodation process effectively while also supporting the needs of the business. The program will tackle common challenges employers face, such as reduced productivity, attendance issues, increased requests for remote work, and belated explanations for past poor performance, particularly in the context of mental health accommodation requests.

2:30 p.m. – 2:45 p.m.

Break

2:45 p.m. – 3:30 p.m.

Safety Challenges in Modern Workplaces

Occupational health and safety issues continue to present significant challenges for employers as enforcement activity increases and workplaces evolve. This session will provide an update on key occupational health and safety developments, including workplace investigations, administrative monetary penalties, and employer obligations following workplace accidents and critical incidents. The discussion will also address practical considerations when responding to workplace violence and safety threats, as well as emerging health and safety issues in remote and hybrid work environments. Drawing on recent developments and real-world experience, the panel will examine strategies for managing risk, responding effectively to incidents, and meeting workplace safety obligations in a changing world.



3:30 p.m. – 4:30 p.m.

The Final Word: Quick Hits on What Employers Need to Know

The pace of change in employment and labour law shows no signs of slowing down. To close out the conference, this fast-paced session will provide a high-level update on the developments, decisions, and emerging issues that employers should have on their radar. From immigration changes and medical note restrictions to pay transparency and other timely topics, our panelists will deliver concise, practical insights into the issues shaping Canadian workplaces. Designed to highlight key developments and trends from across the country, this session will help participants stay current on the latest legal and regulatory changes and identify the issues most likely to impact their organizations in the months ahead.

4:30 p.m.

Closing Remarks