

Perspective patronale en droit de l'emploi et relations de travail  
Labour and Employment Law for Employers

# Emond Harnden SRL LLP

**WEDNESDAY  
APRIL 7, 2010**

## **MANAGING ILLNESS, DISABILITY AND MENTAL HEALTH IN THE WORKPLACE**

*Speakers:*

***Three Topical Panels  
comprised of  
Emond Harnden Lawyers***

***Special Guest Luncheon  
Speaker Dr. Ian Arnold,  
Chair, Workforce Advisory  
Committee, Mental Health  
Commission of Canada***

**8:00 am  
Registration and  
Continental Breakfast**

**8:30 am  
Seminar Start Time**

**12:00 pm  
Luncheon and  
Guest Speaker**

**1:30 pm  
Seminar Ends**

Where:

**Hampton Inn Ottawa  
& Conference Centre;  
200 Coventry Road,  
Ottawa**

Every employer is being called upon to manage absenteeism, control benefit costs, and comply with challenging legal obligations. Accommodating employees with an illness or disability while promoting a safe, healthy and productive work environment is an equally difficult balance to achieve. Effective management of these important priorities requires creativity and flexibility, but a sound knowledge of recent legal developments and best practices is essential. Emond Harnden LLP has developed a special half-day seminar to address all of these concerns. Join our team of experts as they discuss the most recent legal developments in these areas and present effective and practical advice for your workplace.

### **The Duty to Accommodate and the Test of Undue Hardship – Where Do Employers Stand?**

Topics of discussion will include:

- Accommodation strategies for employees with stress, addiction and other mental health issues;
- Avoiding pitfalls in administering attendance management programs;
- Recent developments in the test of undue hardship;
- Effective return-to-work strategies

Featuring Lynn Harnden, Raquel Chisholm, Jock Climie and Sophie Gagnier

### **Recent Developments in Occupational Health and Safety and Controlling WSIB Costs**

Topics of discussion will include:

- Managing WSIB claims in a climate of restraint – relief from pre-existing conditions, transfer of costs;
- How to structure an early and safe return to work;
- The defence of due diligence and other effective strategies for responding to prosecutions;
- The powers of the Ministry Inspector and how to prepare for the next “blitz”

Featuring Sébastien Huard, Jacques Emond, Paul Lalonde and Diane Lazenby

### **Effective Strategies for Obtaining, Retaining and Managing Employee Medical Information**

Topics of discussion will include:

- Legal rights and limitations on requests for information: what can you ask for, when can you ask for it, and does employee consent matter?
- Dealing with privacy rights, third-party benefit carriers and other challenges;
- Effective strategies for challenging the sufficiency or the validity of medical information – and what are the possible consequences for the employee?
- Best practices for handling medical information

Featuring Vicky Satta, Sheri Farahani, Porter Heffernan and Jonquille Pak

## SEMINAR SCHEDULE

- 8:00 to 8:30** *Registration and Continental Breakfast*  
**8:30 to 8:45** **Introduction and Opening Remarks**  
**8:45 to 9:45** **Accommodation Panel**  
**9:45 to 10:00** *Refreshment Break*  
**10:00 to 11:00** **WSIB and OHS Panel**  
**11:00 to 12:00** **Medical Information Panel**  
**12:00 to 1:30** *Luncheon and Guest Speaker*  
**1:30** **Seminar Ends**

## REGISTRATION FORM

**Registration Fee: \$250.00 + GST (\$12.50) = \$262.50**

**Group Rate: \$200 + GST (\$10.00) = \$210.00 (per person)**

**(for groups of 3 or more individuals from the same employer)**

*Space is limited. In order to ensure your registration for the Seminar, please send your registration before March 31, 2010.*

*Registration Fee Includes: Seminar materials, continental breakfast, refreshments and lunch*

Please return the completed registration form with payment to:

**Emond Harnden LLP, 707 Bank Street, Ottawa, Ontario K1S 3V1**

Name: \_\_\_\_\_ Title: \_\_\_\_\_

Company: \_\_\_\_\_

Address: \_\_\_\_\_ City: \_\_\_\_\_

Province: \_\_\_\_\_ Postal Code: \_\_\_\_\_ Telephone: \_\_\_\_\_

E-mail: \_\_\_\_\_ Fax: \_\_\_\_\_

Please tell us how you learned about this Seminar:  E-mail  Emond Harnden Website  Other \_\_\_\_\_

Cheque (payable to Emond Harnden LLP)

Visa / MasterCard /American Express- Please indicate Card Number: \_\_\_\_\_ Expires \_\_\_\_\_

## HOW TO REGISTER

- Call: 613-563-7663 x 276 (Julie Levesque)
- Fax: 613-563-8001
- Mail: Emond Harnden, 707 Bank Street, Ottawa, Ontario, K1S 3V1
- E-mail: [info@emondharnden.com](mailto:info@emondharnden.com)
- Internet: [www.emondharnden.com](http://www.emondharnden.com)

**Emond Harnden** SRL  
LLP

**Cancellation:** *Payment must be received prior to attending the workshop. Please make all cheques payable to Emond Harnden LLP (GST No. R114763535) and mark the name of the registrant and the name of the workshop on the enclosed cheque. Refunds will be given for cancellations received in writing by March 31, 2010.*