



**FRIDAY,
SEPTEMBER 24, 2010**

Emond Harnden, LLP
Eastern Ontario's leading
management-side labour relations
and employment law firm
invites you to a complimentary
breakfast seminar:

**LABOUR ARBITRATION UPDATE:
THE YEAR IN REVIEW**

Moderator: Jennifer Birrell

Panel: J.D. Sharp
Steven Williams

Friday, September 24, 2010
at the **Hampton Inn Ottawa
Conference Centre**
200 Coventry Road, Ottawa

Continental Breakfast
7:30 a.m. to 8:00 a.m.

Presentation
8:00 a.m. to 9:00 a.m.

Question period to follow.

**LABOUR ARBITRATION UPDATE:
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For human resources or labour relations professionals, keeping on top of the important arbitration decisions that affect your unionized workplace is essential.

Our panel of experienced practitioners will debate and discuss the merits and implications of the recent key decisions from the management and from the union perspectives. Topics will include:

- Duty to accommodate – undue hardship and safety concerns – what is an employer required to show?
- Off-duty conduct and termination – using evidence from social networking sites
- Video surveillance and workplace theft – what will arbitrators allow as evidence?
- Pattern of misconduct – what are the proper steps to ensure discipline is upheld?
- Other developments



1.5 Points for HRPAs members
Contact us for more information regarding your HRPAs recertification points.



If you would like to attend, kindly RSVP on or before September 17, 2010, on our website, by fax at (613) 563-8001 or by e-mail at seminars@emondharnden.com
This seminar is also available via teleconference. Contact us for more information.

Name _____

Company _____

Telephone _____

Title _____

Address _____

E-mail _____