

Legal Symposium

Labour and Employment law is continuously changing and evolving - making maintaining current knowledge, understanding legislative trends and issues, and evaluating the potential impacts on human resources practices and policies critically important for HR practitioners.

Get a clear view with expert commentary that is practical and relevant to Human Resources professionals and business leaders. Our speakers will engage you with the most recent hot-topic legal issues, case law updates and developments, and future trends to watch for.

Visit our calendar for information about our upcoming professional development activities.

www.bchrma.org

Attend our next webinar:

Conducting a Needs Assessment

April 3rd

BC HRMA webinars are sponsored by:



March 26, 2013

8:30 – 9:00	Registration & Continental Breakfast
9:00 – 10:30	Social Media and Privacy in the Workplace: Hiring and Firing since Facebook <i>John Heaney, Lawyer, Heenan Blaikie LLP</i>
10:30 – 10:40	Health Break
10:40 – 12:10	Latest Cases in the Duty to Accommodate: How to Nail Jello to a Wall <i>Shelley Quinte, Lawyer, Pearlman Lindholm</i>
12:10 – 1:00	Lunch
1:00 – 2:30	Workplace Investigations <i>Taryn Mackie, Partner, Bull, Housser, & Tupper LLP</i>
2:30 – 2:40	Health Break
2:40 – 4:00	Latest in Immigration Law <i>Saba Naqvi, Associate, Boughton Law Corp</i>
4:00	Thank You & Closing

Receive 6 CHRP Credits for Attending this Symposium

HRMA CONFERENCE + TRADESHOW 2013

Imagine the difference a little inspiration, some added influence, and innovation can make – to you and your business!

Register Today! www.bchrma.org/conference

8:30am - 9:00am

Registration & Continental Breakfast

9:00am - 10:30am

Social Media and Privacy in the Workplace: Hiring and Firing since Facebook

While not expressly protected by the *Charter of Rights and Freedoms*, individual privacy is important enough to Canadians that the Supreme Court of Canada has begun to treat privacy as a “quasi-constitutional” right.

In B.C., the *Freedom of Information and Protection of Privacy Act* (“FOIPPA”) regulates what kind of personal information a public body may collect and when and how such information can be used and disclosed to others. Similarly, the *Personal Information Protection Act* (“PIPA”) regulates what a private sector organization or NGO may do. These two statutes govern what public and private sector employers can do at all stages of the employment relationship, including with employees’ personal information on social media.

You will learn:

- The basics on FOIPPA and PIPA and what they mean for the collection, use and disclosure of personal information in your workplace.
- Recommended best practices for collection and use of social media information during the hiring process.
- Recent court and arbitral case law on imposing discipline for social media-related activities and using social media sources for evidence when managing or terminating the employment relationship.

John Heaney, Lawyer, [Heenan Blaikie LLP](#) practices primarily in the areas of labour and employment, commercial and civil litigation, and administrative law, including police law, privacy and freedom of information. He appears before various courts and tribunals, including B.C.’s trial and appeal courts, grievance arbitration panels, the Information and Privacy Commissioner, the Worker’s Compensation Appeal Tribunal and the BC Human Rights Tribunal. John has advised private and public sector employers on FOIPPA and PIPA, including in regard to social media, and has litigated privacy and employment matters arising under both statutes.

10:30am – 10:40am

Health Break

10:40- 12:10pm

Latest Cases in the Duty to Accommodate: How to Nail Jello to a Wall

What exactly do we have to accommodate? What kind of medical information can we require? What are the limits of undue hardship? What are the risks if we fail to comply?

In this session, Shelley Quinte will review the successes, errors, and follies of the latest cases in the duty to accommodate, including best practices to adopt and some specific pitfalls to avoid.

The duty to accommodate is a moving target. Stay current with an update on the development of human rights law from the latest cases.

You will learn:

- You will learn the basis for accommodation responsibilities and obligations, and how the employer’s duty to accommodate has been interpreted from recent cases.
- You will also benefit from an update on developments in human rights law and review how recent cases are shaping the spectrum of accommodation compliance.
- You will hear about the type of evidence that can win or lose a case for the employer and how to avoid costly mistakes.
- Lastly, you will benefit from insight into the limits of and entitlements to ask for, receive, and use medical information for the purpose of accommodation.

Shelley Quinte has practiced exclusively in labour and employment law for the last 14 years, with a particular emphasis on human rights matters. Experienced in advising and representing federal and provincial employers in the public and private sectors, and appearing before arbitrators, the Labour Board, administrative boards and tribunals and the courts, Shelley’s practice extends to all aspects of the employment relationship from pre-emptive planning to formal litigation. As a seasoned contributing author, presenter, and lecturer throughout her career, Shelley also offers general and in-house workshops, consultations and management-specific training to human resources professionals, management and executive teams.

Find out more about Shelley at www.shelleyquinte.com

12:10pm - 1:00pm

Lunch

1:00pm - 2:30pm

Workplace Investigations

When allegations of employee misconduct arise, what is your role in conducting an effective workplace investigation, and how do you go about it in a way that does not leave your company vulnerable to further loss and litigation? This session will provide you with an overview of workplace investigations, why to conduct them, when to conduct them, and how to conduct them in an effective way in compliance with legal principles. Attend this workshop to gain an understanding of the key steps you need to take in a workplace investigation, and to learn practical tips for critical investigative components such as collecting evidence, conducting interviews, and bringing the investigation to a close.

You will Learn:

- The purpose of workplace investigations.
- When an investigation may be required
- The legal principles for conducting workplace investigations
- The steps to conducting a workplace investigation
- The most common investigation mistakes and how to avoid them

Taryn Mackie joined [Bull, Housser & Tupper](#) and was called to the bar in February 2006. As a partner in the firm's Labour & Employment Group, Taryn advises clients on a variety of issues relating to labour relations, collective bargaining, human rights, workers' compensation, wrongful dismissals, unjust dismissals, and employment standards.

Taryn regularly prepares employment agreements and workplace policies, including privacy policies, Internet policies, social networking policies, harassment policies, human rights policies, and attendance policies.

Taryn has appeared before the Labour Relations Board, Employment standards Branch, Human Rights Tribunal, British Columbia Supreme Court, British Columbia Court of Appeal, Federal Court, Federal Court of Appeal, and Workers Compensation Review Division and Appeal Tribunal on a variety of matters.

2:30pm – 2:40pm

Health Break

2:40pm - 4:00pm

Latest in Immigration Law

The Canadian immigration system has been through many changes over the past year and important announcements are expected pertaining to various changes to immigration programs and policies. This discussion will provide an overview of key elements of the system as well as strategies for employers to be mindful of when attracting international talent. We will cover the full spectrum of an immigration file from initial recruitment activities to work permit issuance as well as considerations for permanent residence. Bring your questions!

You will Learn:

- Updates in Programs
- Navigating the Immigration Process seamlessly
- Avoiding Potential Pitfalls

Saba Naqvi practices in the area of U.S. and Canadian immigration law. She is a founding member of [Boughton's](#) Cross Border and Immigration practice groups. She is licensed to practice law in California and B.C., and is a dual citizen of the U.S. and Canada. Saba represents corporations and individuals in a wide range of U.S. and Canadian immigration and citizenship matters. Her immigration practice includes applications for temporary and permanent residence including applications for work permits, NAFTA based applications including TN status and intracompany transferee applications, BC Provincial Nominee Program (BC PNP) applications, immigrant investor cases for permanent residence in Canada or Green Card status in the U.S., spousal sponsorships and citizenship matters. She also regularly represents clients with cross border inadmissibility issues including U.S. waivers, applications for criminal rehabilitation and temporary resident permits. Saba served as Chair of the American Immigration Lawyers Association (AILA), Canada Chapter in 2009-2010 and continues to serve on the AILA Canada Chapter Executive as Immediate Past Chair. She authors the Immigration Chapter in the Annual Review of Law & Practice published by the Continuing Legal Education Society of BC and is the only female cross border immigration lawyer in Vancouver licensed both in California and British Columbia.

4:00pm

Symposium Close
