

■ Conference Sessions (con't)

D4 | Duty of Fair Representation

What is the duty of fair representation that a union owes its members? What steps can you take as a union representative, Local Executive member, or shop steward to avoid "DFR" complaints? The panel will explore recent case law and give practical tips regarding how to provide representation consistent with the requirements imposed by the duty of fair representation.

Colin Robinson | Chairperson of the Manitoba Labour Board

Susan Dawes | Myers Weinberg LLP

E1 | Repeat of D1

E2 | Repeat of D2

E3 | Repeat of D3

E4 | Repeat of D4

Early Bird Registration

Registration Fee: \$350 (+ GST) | GST #122246929

Deadline: Midnight, February 27, 2015

Late Registration Fee: \$375 (+ GST) | GST #122246929

Deadline: Midnight, March 6, 2015

Registration closes on March 6th, 2015 or when the conference is sold out (whichever comes first).

Cancellations received prior to March 13, 2015 will be subject to a \$25 administration fee. No refunds after March 13, 2015.

About the Conference

The Annual Mel Myers Labour Conference is Manitoba's premier forum for bringing together union leaders and union-side lawyers to discuss concerns and explore solutions to issues within the unionized workplace. In a "management-free" environment, knowledgeable individuals within their respective fields will lead informative, hands-on sessions providing attendees with the necessary 'know-how' and skills to help them deal with the diverse challenges facing the workplace today.

The conference is held annually as a non-profit event with proceeds donated to a charitable organization which espouses goals of economic and social justice.

Since 2002, the Mel Myers Labour Conference has generated nearly \$150,000 in proceeds that have been donated to various Manitoba organizations. **This year's recipient will be The Manitoba Federation of Labour Occupational Health Centre.**

■ Plenary Sessions

Thursday, March 19, 2015

Why Politics Matter

A union's ability to represent its members can be affected significantly by the broader political climate that surrounds it. This plenary will focus on the practical realities of changes in political power and how those changes can affect fundamental labour law and union rights.

Friday, March 20, 2015

Top Ten of 2014

Members of the Myers Weinberg Labour Department will highlight significant labour cases from the past year.

AT A GLANCE

Thursday, March 19

8:00am - 8:30am Hot Breakfast
8:30am - 8:45am Opening Welcome
8:45am - 10:15am Plenary: Why Politics Matter
10:15am - 10:30am Break
10:30am - Noon Breakout Sessions: A1, A2, A3, A4
12:00pm - 1:15pm Lunch
1:15pm - 2:45pm Breakout Sessions: B1, B2, B3, B4
2:45pm - 3:00pm Break
3:00pm - 4:30pm Breakout Sessions: C1, C2, C3, C4
4:30pm - 6:30pm Wine and Cheese Reception

Friday, March 20

8:30am - 8:45am Hot Breakfast
8:45am - 10:15am Breakout Sessions: D1, D2, D3, D4
10:15am - 10:30am Break
10:30am - 12:00pm Breakout Sessions: E1, E2, E3, E4
12:00pm - 1:15pm Lunch
1:15pm - 2:45pm Plenary: Top Ten
2:45pm Wrap Up

ALL REGISTRATIONS MUST BE COMPLETED ONLINE AT:

www.plannersplus.ca/MMLC

For more information regarding the conference, please contact Tamara Spence at Planners Plus: 204-257-5205 or tamara@plannersplus.ca

14th Annual 2015 Mel Myers Labour Conference

March 19 &
20, 2015

Victoria Inn &
Conference
Centre

PROUDLY HOSTED BY:



MYERS WEINBERG LLP
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THURSDAY, MARCH 19, 2015

A1 | *Workers Charged and Convicted of a Crime*

This session will consider the complex challenges that can arise when employees are charged and/or convicted of a crime. What advice should be provided to employees? What information should they provide to their employers? To what extent can the employer take action against an employee for criminal conduct outside the workplace? And what steps can an employer take against an employee as a consequence of that conduct? This session will consider these issues and will demonstrate how the advice of union representatives to their members can have a significant impact on the process. It will also include a walkthrough of the progression of criminal matters through the courts.

Joel Deeley | Myers Weinberg LLP
Greg Bartel | Myers Weinberg LLP
Lisa Labossiere | Myers Weinberg LLP

A2 | *Unions 101*

This presentation is intended for union representatives who are just getting started in their new roles. We will also focus on shop stewards given that unions are increasingly arranging for them to attend the conference. We will provide attendees with very basic and broad information about the most fundamental knowledge you must have in order to properly fulfill your roles and represent your members more effectively.

Helen Krahn | Legal Counsel, MGEU
Paul McKenna | Myers Weinberg LLP

A3 | *"The Fit/Unfit Employee"*

This session will explore current trends in fitness testing of employees, including but not limited to drug and alcohol testing and "fit for work" policies. We will consider recent decisions in the area, and discuss what the future may hold in Manitoba.

Sudhir Sandhu | CEO, Manitoba Building & Construction Trades Council
Shannon Carson | Myers Weinberg LLP

A4 | *Employment Issues in the Healthcare Sector*

This session will explore specific employment issues in the healthcare sector including legislation affecting healthcare workers, immunization policies, workload challenges and dealing with difficult patients and residents.

Jacob Giesbrecht | Legal Counsel, Manitoba Assoc. of Health Care Professionals
Kathy McIlroy | Myers Weinberg LLP

B1 | *Repeat of A1*

B2 | *Repeat of A2*

B3 | *Repeat of A3*

B4 | *Medical Issues and Attendance Management Policies*

The protection of an employee's personal medical information continues to raise controversial issues in the workplace. Can employers require medical notes for absences and proof of fitness to return to work? Are absenteeism policies and attendance management policies permitted? Can an employer require employees to submit to independent medical exams? What are employees required to provide if seeking accommodation for a medical condition? How do we protect the privacy of medical information?

Trevor Ray | Myers Weinberg LLP
Kathy McIlroy | Myers Weinberg LLP

C1 | *Interest Arbitration- What is it and Can it Work for Your Union?*

The panel will explain interest arbitration, its principles and advantages. We will also discuss the role of interest arbitration in non-traditional sectors, where it can be used as an alternative to strikes when negotiations have broken down. Finally, we will examine how the basic principles of interest arbitration can be used effectively during a First Contract hearing pursuant to The Labour Relations Act of Manitoba.

Paul McKenna | Myers Weinberg LLP
Joel Deeley | Myers Weinberg LLP

C2 | *Contracting Out*

This session will provide an overview of contracting out and various related issues. Legal concepts arising from arbitral jurisprudence as well as The Labour Relations Act will be discussed and various strategies will be presented on how to resist attempts by employers to contract out bargaining unit work. Lastly, remedies available when the employer has improperly contracted out bargaining unit work will be considered.

Tony Marques | Myers Weinberg LLP
Kristen Worbanski | Myers Weinberg LLP

C3 | *Repeat of B4*

C4 | *Organizing in the 21st Century*

This panel will focus on the practical and legal realities of an organizing campaign in 2015 and beyond. What are the legal implications of using social media in organizing campaigns? Why is it important for unions to be sensitive to cultural differences among workers? This interactive session will discuss and answer your questions about the rights of the union, the employees, and the employer throughout the organizing process.

Sonia Taylor | Union Representative, UFCW Local 832
Susan Dawes | Myers Weinberg LLP
Johanna Willows | Myers Weinberg LLP

FRIDAY, MARCH 20, 2015

D1 | *Interactive Session: Mock Discipline Meetings*

With actors playing the roles of HR, shop steward and "employee in trouble," and with full audience participation, we will watch and discuss a number of scenarios involving the difficult role of the shop steward in representing a member in the midst of a potentially dangerous situation. This is a repeat of last year's very popular session, for those who weren't there, or missed it.

Cast includes:

- **Dale Paterson** | former Area Director, CAW (as the guilty employee)
- **Janet Kehler** | Staff Representative, MGEU (as the evil HR Director)
- **Tom Bilous** | UFFW 867 (as the unsuspecting steward)
- Directors/Executive Producers: **Garth Smorang and Trevor Ray** | Myers Weinberg LLP

D2 | *Making the Most of Your Workplace Safety and Health Committee*

This session will discuss the legal role of a Workplace Safety and Health Committee under the Workplace Safety and Health Act and Regulations. Experienced union representatives will share their views on best practices to maximize a committee's role in promoting workplace safety, as well as what to avoid.

Tom Henderson | Workplace Safety and Health Officer, MNU
Phil Kraychuk | Health and Safety Director, UFCW 832
Shannon Carson | Myers Weinberg LLP

D3 | *Human Rights in the Workplace*

The issue of human rights in the workplace is constantly evolving, and unions play an important role in protecting those rights. This session will provide an overview of various human rights issues, such as identifying discrimination, the duty to accommodate and undue hardship, as well as emerging human rights challenges in the modern workplace. We will also review the various ways that human rights legislation can be enforced.

Isha Khan | Human Rights Commission
Tony Marques | Myers Weinberg LLP
Greg Bartel | Myers Weinberg LLP