

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 over \$150,000 in proceeds that have been donated to various Manitoba organizations. **This year's recipients will be Specialized Services for Children and Youth (SSCY) and Merchants Corner.**

Early Bird Registration

Registration Fee: \$350 (+ GST) | GST #122246929
Deadline: Midnight, February 26, 2016

Late Registration Fee: \$375 (+ GST) | GST #122246929
Deadline: Midnight, March 4, 2016

Registration closes on March 4th, 2016 or when the conference is sold out (whichever comes first).

Cancellations received prior to March 4, 2016 will be subject to a \$25 administration fee. No refunds after March 4, 2016.

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



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Plenary Sessions

Thursday, March 17, 2016 | 8:45-10:15am

Back to the Future: The Future of Unionism in Manitoba 15 years On

Speaker:
Paul Moist | Past National President, CUPE

Understanding and Tolerance in Our Changing Workplaces

Speaker:
Shahina Siddiqui | President, Islamic Social Services Association

Friday, March 18, 2016 | 8:45-10:15am

Union Engagement of Indigenous Peoples

Indigenous people comprise Canada's fastest growing demographic showing a population increase of 20.1% between 2006 and 2011, compared with 5.2% for the rest of Canada. Inclusion of Indigenous people in the Union movement is essential to the survival and growth of Unions. The panel will explore the various ways in which Unions can engage with Indigenous peoples.

Speakers:
Cathy Woods | Aboriginal Liaison Specialist, MGEU
David Sauer | President, Winnipeg Labour Council
Leah Gazan | Faculty of Education, Univ. of Winnipeg
Moderator: Tony Marques, Myers Weinberg LLP

Conference Agenda

Thursday, March 17

8:00am - 8:30am **Registration & Hot Breakfast**
8:30am - 8:45am **Opening Welcome**
8:45am - 10:15am **Plenary Sessions**
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 18

8:15am - 8:45am **Registration & Hot Breakfast**
8:45am - 10:15am **Plenary Session**
10:15am - 10:30am **Break**
10:30am - 12:00pm **Breakout Sessions: D1, D2, D3, D4**
12:00pm - 1:15pm **Lunch**
1:15pm - 2:45pm **Plenary: Top 12 Cases of the Year**
2:45pm **Wrap Up**

15th Annual 2016 Mel Myers Labour Conference

**March 17 &
18, 2016**

**Victoria Inn &
Convention
Centre**

PROUDLY HOSTED BY:



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Barristers and Solicitors



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THURSDAY, MARCH 17, 2016

A1 | *Unions and Immigration Issues*

This topic was chosen specifically because of recent world issues that have brought the subject of immigration into the global spotlight. Panelists will address the many issues that immigrants face as newcomers to our country, and what Unions can do to assist them in successfully entering the workforce.

Jeff Traeger | President, UFCW Local 832
Carolina Fridman | Myers Weinberg LLP
Paul McKenna | Myers Weinberg LLP

A2 | *Employee Tracking*

The exponential growth of technology and the internet has made it possible for employers to greatly enhance their ability to track employees. Computer and Email Monitoring, Video Surveillance, Location Monitoring and Telephone Tapping are some of the examples of the pervasive invasion of the privacy of workers which is not always confined to the workplace. This session will explain the current state of the law in the area of employee monitoring in general and provide practical advice on how to deal with monitoring issues arising in the workplace.

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

A3 | *Assisting Members with Workers Compensation Claims*

Although Unions do not have a duty of fair representation to assist their members with WCB claims, many choose to do so. This panel will provide an overview of the legal framework governing workers compensation claims, explain the claims and appeal process, and offer practical tips on how to provide strong and effective representation to members needing assistance. We will also discuss current issues in workers compensation, including the PTSD amendment and claim suppression.

Marc Pellerin | Member Services Coordinator, Winnipeg Police Assoc.
Shannon Carson | Myers Weinberg LLP
Susan Dawes | Myers Weinberg LLP

A4 | *Duty to Accommodate for Beginners - Back to Basics*

What is the "duty to accommodate"? When and how does this duty exist? What is the role of the Union? This session will address basic questions as well as problems and situations that commonly arise.

Trevor Ray | Myers Weinberg LLP
Johanna Willows | Myers Weinberg LLP

B1 | *Interactive Session: Investigative Meetings*

With full audience participation, we will watch and discuss a number of scenarios commonly faced by shop stewards in their often difficult role of representing members.

Cast includes:

- **Cast** | Announced at the Event
- **Garth Smorang** | Myers Weinberg LLP
- **Trevor Ray** | Myers Weinberg LLP

B2 | *Unions 101*

This presentation is intended for Union Representatives who are just getting started in their new roles. We will provide information about the most fundamental areas of 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

B3 | *That's Offside!! Or, is it? Employer Conduct and Unfair Labour Practices*

An employer's conduct while organizing, bargaining, or in administering the collective agreement may seem unfair but it's often unclear whether it crosses the line. This session will consider what is and isn't per-

mitted while providing practical tips and strategies for Unions to follow in deciding when to file a complaint.

David Lewis | Legal Counsel, MGEU
Susan Dawes | Myers Weinberg LLP
Joel Deeley | Myers Weinberg LLP

B4 | *Bargaining Wish List*

This panel will provide examples of effective collective agreement articles related to contracting out, job selection and employee privacy. In addition the panel will introduce progressive clauses for LGBTQ workers, in particular protections for transgender workers who are transitioning on the job. The panel will also explore alternative restorative justice approaches to harassment and discipline.

Kristine Barr | Legal Counsel, CUPE
Janet Kehler | Staff Rep, MGEU
Kathy McIlroy | Myers Weinberg LLP

C1 | *Repeat of B1*

C2 | *Repeat of B2*

C3 | *Repeat of B3*

C4 | *Repeat of B4*

FRIDAY, MARCH 18, 2016

D1 | *What I Do On My Own Time Is None of my Employer's Business...Right?!*

This session will consider how far employers may intrude into the personal lives of their employees, focusing on privacy issues such as social media use and the extent to which an employer can impose discipline for conduct outside of the workplace.

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

D2 | *Duty to Accommodate – An Advanced Perspective*

A good session for Union Representatives looking to expand on a basic knowledge of the Duty to Accommodate. This panel will focus on issues specific to addictions and disabilities related to mental health including issues and problems that can arise related to "Last Chance Agreements".

Trevor Ray | Myers Weinberg LLP
Johanna Willows | Myers Weinberg LLP

D3 | *Strategic Communication with the Employer*

This session will stress the importance of written communications with an employer to assist Union reps with representing their members in grievances and arbitrations. We will discuss strategies on when to send a written communication, in what format, and what the content of the communication could include (and ought not to include). This session will include a practical component where we review draft communications in various scenarios to consider what makes a communication more or less effective.

Diane Beresford | Staff Officer, Manitoba Teachers' Society
Garth Smorang | Myers Weinberg LLP
Shannon Carson | Myers Weinberg LLP

D4 | *Employment Related Legislation*

This session will provide a general explanation of the various labour related pieces of legislation and how they fit into the labour relations scheme. This session will appeal to those who wish to obtain a broader understanding of the entire labour relations framework and how different pieces of legislation contribute to the entire scheme.

Colin Robinson | Chairperson of the Manitoba Labour Board
Tony Marques | Myers Weinberg LLP
Kathy McIlroy | Myers Weinberg LLP