



Vancouver Agenda
Wednesday, April 21, 2010
 The Terminal City Club
 837 West Hastings Street

Co-Chair:
Paul Devine
 Partner, Miller Thomson LLP

Co-Chair
Wendy A. King
 Senior Legal Counsel
 Weyerhaeuser Company Limited

Speakers:
David Rice, Miller Thomson LLP
Linda Nguyen, Miller Thomson LLP
Cheryl Teron, Miller Thomson LLP
Phebe Chan, Miller Thomson LLP
Paul Devine, Miller Thomson LLP
Dan Kiselbach, Miller Thomson LLP

Attendance at the Vancouver seminar may be reported as **3.0 hours of Continuing Professional Development** to the Law Society of B.C.

8:15 a.m. – 8:45 a.m.	Continental Breakfast and Registration
8:45 a.m. – 9:00 a.m.	Welcome and Overview
9:00 a.m. – 9:30 a.m.	<p>Absenteeism and the Duty to Accommodate: the Employer's Rights and Obligations</p> <ul style="list-style-type: none"> ▪ Understanding the legal parameters defining absenteeism ▪ Strengthening the employer's role in reducing absenteeism ▪ Attendance management policies: their use and abuse ▪ Understanding the employer's duty to accommodate absenteeism resulting from illness or injury? <p>Presenter: David Rice</p>

9:30 a.m. – 10:00 a.m.	<p>Will Treating an Employee as an Independent Contractor Save You Money?</p> <ul style="list-style-type: none"> ▪ Potential cost savings ▪ Pitfalls of misclassifying workers as independent contractors ▪ Impact on source deductions, workers' compensation, privacy legislation, notice of termination, vicarious liability and insurance <p>Presenters: Linda Nguyen and Cheryl Teron</p>
10:00 a.m. – 10:30 a.m.	<p>Foreign Workers (Who, What, When and Where)</p> <ul style="list-style-type: none"> ▪ Who - Work Permit Requirements ▪ What - Labour Market Opinions and Exemptions ▪ When - Applications in the Current Economy ▪ Where - Processing Options, Renewals, Reinstatements ▪ Other Issues - Medical or Criminal Inadmissibility, Dependants, Permanent Residency <p>Presenters: Phebe Chan and Cheryl Teron</p>
10:30 a.m. – 10:45 a.m.	<p>Break</p>
10:45 a.m. – 11:15 a.m.	<p>How Do You Protect Your Business from Departing Employees?</p> <ul style="list-style-type: none"> ▪ How to prevent the use and disclosure of confidential information ▪ When are non-solicitation and non-competition clauses enforceable ▪ Review of recent SCC decisions in <i>Shafron v K.R.G. Insurance Brokers</i> and <i>RBC Dominion Securities v. Merrill Lynch Canada</i> <p>Presenter: Paul Devine</p>
11:15 a.m. – 11:45 p.m.	<p>Potential Liability for Workplace Incidents</p> <ul style="list-style-type: none"> ▪ Practical Tips for Handling Investigations (WorkSafeBC and Other Investigations) ▪ Legal Liability (Civil and Criminal Sanctions) ▪ The Role of Legal Counsel (Privilege, Critical Self-Analysis Reports) <p>Presenter: Daniel Kiselbach</p>
11:45 a.m. – 12:00 p.m.	<p>Questions/Answers/Roundtable Discussion</p>
12:00 p.m. – 1:00 p.m.	<p>Networking Lunch</p>