

## employment intelligence

## CANADA REGIONAL EMPLOYER | Toronto | October 30, 2025

7:30 a.m. – 8:20 a.m.

## Registration and Breakfast

8:20 a.m. – 8:30 a.m.

## Welcome Remarks

8:30 a.m. – 9:45 a.m.

## Session #1

## What Would You Do? Common Human Rights and Immigration Scenarios (and How to Handle Them)

Managing accommodation issues and changes in immigration regulations can be challenging for any organization. From return-to-office mandates to more onerous restrictions being placed on the use of temporary foreign workers, recent evolutions have meant that many employers are struggling with how to comply with their legal obligations while maintaining a productive and present workforce.

Join our presenters as they work through real-life scenarios to explore topics that include:

- Family status accommodation and work-from-home requests
- Leaves of absence related to stress, anxiety and other mental health conditions
- Changes to the work permit and permanent residence programs
- Return to work obligations related to pregnancy and parental leaves

## Speakers:

[Yusra Siddiquee](#), [Shana French](#), [Liam McMunagle](#), [Micah Fysh](#), [Alia Besharat](#)

9:45 a.m. – 10:00 a.m.

## Break

10:00 a.m. – 11:00 a.m.

## Session #2

### Employment Agreements and Terminations: Getting it Right

Many employers want to start the employment relationship off right, with an enforceable employment agreement that sets out both the employer and employees' obligations during and after employment. However, rarely a week goes by without a new decision from our courts weighing in on the enforceability of these agreements and, in many cases, placing parameters on what they should include and how they should be drafted. Similarly, recent case law provides many examples of employer conduct at the time of termination that, intentionally or otherwise, can give rise to additional damages.

Join our panel for an entertaining and interactive discussion that will highlight what we are seeing from courts across Canada on what to include, and avoid, in employment agreements and how to handle a termination of employment to best minimize the risk of a successful claim for wrongful dismissal or bad faith damages.

#### Speakers:

[George Vassos](#), [Gerald Griffiths](#), [Kemi Faneye](#), [Sarah Holly](#)

11:00 a.m. – 11:15 a.m.

## Break

11:15 a.m. – 12:15 p.m.

## Session #3

### Labour Relations Roundtable

From increased organizing to strike activity and everything in between, our experienced panel has seen it all. Join us for an engaging moderated discussion on the trends and new developments they are seeing in organizing tactics and unionized workplaces across the country. Topics will include:

- Organizing and bargaining trends and how employers can effectively respond
- New trends and topics coming up at the bargaining table
- Strategies to streamline the grievance and arbitration process
- Strike preparation and the potential impact of replacement worker prohibitions on strike and lockout management

#### Speakers:

[Barry Kuretzky](#), [Stephen Shore](#), [Adrian Jakibchuk](#), [Matthew Badrov](#)

12:15 p.m. – 1:15 p.m.

## Networking Lunch

1:15 p.m. – 2:15 p.m.

#### Session #4

##### Legislative Update: Quick Fire Session

There have been a host of important labour and employment legislative changes in Canada in 2025 and more to come in 2026. In this lively, quick fire session, we will move across the country to explore the new developments in long-term leaves, pay transparency, harassment, employment standards and more. Our panelists will guide you through the myriad of legislative changes with a focus on how you can prepare now to ensure your organization is compliant.

**Speakers:**

[Monty Verlint](#), [Jordan Waltman](#), [Olivia Girouard](#), [Rabeena Obaidullah](#)

2:15 p.m. – 2:25 p.m.

#### Break

2:25p.m. – 3:25 p.m.

#### Session #5

##### Case Law Update: Quick Fire Session

For the last session of the day, join us for a fast-paced review of important labour, employment and human rights caselaw developments from the past year. With a focus on key insights and takeaways, topics will include recent case law on preferential hiring policies, workplace investigations, an employee's duty to mitigate, the difference between a retirement and a termination, the appropriate jurisdiction for a remote worker's employment claim, and more! Attendees will leave energized and informed about the recent developments and trends across the country.

**Speakers:**

[Oren Barbalat](#), [Olivia Girouard](#), [Cameron Miller](#), [Nikki Banwait](#)

3:25 p.m.

#### Closing Remarks