

REGISTER NOW!

YOU ARE INVITED TO A HALF DAY SEMINAR  
PRESENTED BY MILLER THOMSON LLP

## RISK MITIGATION FOR THE MODERN WORKPLACE - FROM CLOUD COMMUTING TO CHALLENGES ON THE GROUND

### CALGARY

Tuesday, October 2, 2012

Stampede Park

1410 Olympic Way SE

Mustang Room, Second Level

BMO Centre

### EDMONTON

Wednesday, October 3, 2012

Delta Edmonton South

4404 Calgary Trail SW

### MILLER THOMSON LLP

Miller Thomson LLP is one of Canada's largest national law firms, with more than 500 professionals working from Vancouver, Calgary, Edmonton, Saskatoon, Regina, London, Kitchener-Waterloo, Guelph, Toronto, Markham and Montréal. The firm provides a complete range of business law, advocacy and personal legal services to Canadian and international corporations, entrepreneurs, institutions, governments and not-for-profit organizations.

### WHO SHOULD ATTEND

This half day seminar is designed for senior corporate executives, business owners, human resource professionals, safety professionals, in-house counsel and members of your management team who are responsible for employment and labour relations, privacy, occupational health and safety, or human resource management generally.

### KEYNOTE SPEAKER - ANDREW SHARMAN

Andrew Sharman is the Assistant Deputy Minister - Workplace Standards, Human Services. He is responsible for developing legislation, standards and policies related to occupational health and safety, employment standards and labour relations, and for the enforcement of the *Employment Standards Code* and the *Occupational Health and Safety Act*. During the Keynote Address he will be joined by two colleagues who are operational managers with Human Services to speak about the Department's approach to achieving regulatory compliance.

Don't miss out on this great opportunity to hear about this important topic from both a policy and operational perspective.

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# MILLER THOMSON LLP

## RISK MITIGATION FOR THE MODERN WORKPLACE - FROM CLOUD COMMUTING TO CHALLENGES ON THE GROUND

Miller Thomson's Alberta Labour & Employment Practice Group is pleased to present this educational seminar and discussion forum, focused on current trends and developments in labour and employment law. This year's seminar will be held on Tuesday, October 2, 2012 in Calgary and on Wednesday, October 3, 2012 in Edmonton.

Our National Labour & Employment Practice Group is comprised of more than 50 professionals fully engaged in the practice of labour and employment law. Our lawyers have a wide range of experience and knowledge relevant to our clients' multi-faceted needs. They have extensive labour and employment knowledge, experience and contacts. They keep up-to-date with breaking developments and legislative changes. This enables them to offer timely, practical and cost-effective advice.

We are pleased to offer you a complimentary registration to our Labour and Employment Half Day Seminar. The registration includes a binder containing the full symposium materials. Appetizers and refreshments will be provided throughout the afternoon with a cocktail reception to follow the seminar.

### SCHEDULE

#### INTRODUCTION - All Attend

- |              |  |
|--------------|--|
| 12:30 - 1:00 | Registration   |
| 1:00 - 2:00  | Cloud Commuting & Social Media Panel - Hate It or Embrace It: Practical Solutions for Employers No Matter Where You Fall on the Spectrum |

#### BREAKOUT SESSIONS - Choose 1 of 4 options

- |             |   |
|-------------|---|
| 2:15 - 3:15 | Disability Management - Addressing Concerns of Employers<br>featuring Guest Speaker Arman Chak of the Alberta Human Rights Commission   |
| 2:15 - 3:15 | Temporary Foreign Workers - A Changing Legislative Landscape<br>featuring Guest Speaker, Phil Mincher of Employment Standards   |
| 2:15 - 3:15 | Labour - An Update of Recent Decisions of Interest, from Human Rights and Privacy to Courts' Deference to Labour Arbitrators  |
| 2:15 - 3:15 | Occupational Health & Safety - Bill C-45 and Beyond: How Criminal and Regulatory Investigations and Prosecutions Can Impact your Organization<br>featuring Guest Speaker, Derek Kearney of Human Services |

#### KEYNOTE ADDRESS - All Attend

- |             |   |
|-------------|---|
| 3:30 - 4:15 | The keynote address will feature Andrew Sharman, the Assistant Deputy Minister in the Workplace Standards Division of the Department of Human Services. He will address the importance of achieving regulatory compliance and some of the tools available to assist employers in this objective. Derek Kearney and Phil Mincher will provide additional information on compliance with respect to employment standards and occupational health and safety in the form of a question and answer session. |
|-------------|---|

#### CONCLUSION

- |             |                    |
|-------------|--------------------|
| 4:15 - 4:30 | Closing Remarks    |
| 4:30 - 6:00 | Cocktail Reception |

## MILLER THOMSON LLP PRESENTERS



### LORETTA BOUWMEESTER

Loretta Bouwmeester is a Partner in our Calgary office and Co-chair of our Alberta Labour & Employment Specialty Group. She practices in the areas of employment and labour law, occupational health and safety, human rights, and privacy law.



### THOMAS DUKE

Thomas Duke is a Partner in our Edmonton office and Co-chair of our Alberta Labour & Employment Specialty Group. He has a practice that focuses on employment law, advising clients on human rights issues, employment standards, terminations, workplace safety, workplace policies and employee handbooks.



### IVAN BERNARDO

Ivan Bernardo is a Partner in our Calgary office. His practice focuses on employment law, health law, privacy issues, and constitutional law. Ivan has appeared at all levels of court in Alberta and the Supreme Court of Canada, as well as appeared before administrative tribunals and regularly represents clients at the office of the Information and Privacy Commissioner of Alberta.



### VERONICA CHOY

Veronica Choy is a Partner in our Calgary office. Her practice focuses on immigration law where she acts for both companies and individuals in regard to Canadian and American immigration matters. She can advise on a wide range of temporary work visa/work permit categories and is well-versed in the requirements and potential obstacles involved in the application for Labour Market Opinions



### CHAD EGGERMAN

Chad Eggerman is a Partner in our Saskatoon office and practices in the area of energy, mining and natural resources. Chad maintains a personal blog on renewable energy law, has nearly 800 connections on LinkedIn and regularly tweets about renewable energy developments in Saskatchewan, Canada and around the world. Chad advises clients on issues with respect to social media.



### D. SEAN DAY

Sean Day is an Associate Counsel in our Edmonton office. He has over 30 years of experience including a term as Vice Chair of the Alberta Labour Relations Board. Sean represents employers and management in all aspects of labour relations, employment law and has extensive experience representing unionized employers in various industries who are involved in wrongful dismissal, human rights and employment issues.



### PAUL DEVINE

Paul Devine is a Partner in our Vancouver office. He advises clients on labour and employment law matters including arising under the *Labour Relations Code*, *Workers' Compensation Act*, *Employment Standards Act*, *Human Rights Code* and the *Personal Information Protection Act*. Paul served with the B.C. Labour Relations Board adjudicating issues such as strikes, picketing, unfair-labour practices and arbitration appeals.



### IAN SMITH

Ian Smith is a Partner in our Edmonton office advising employers on grievance and interest arbitrations, certification, revocation and unfair labour practice applications, union organizing campaigns, strikes and picketing, employment standards matters, workplace health and safety and human rights issues.



### DAN STACHNIK, Q.C.

Dan Stachnik is a Partner in our Edmonton office. He practices in the areas of construction, occupational health and safety, personal injury and employer-employee matters including human rights. He is retained to assist in Occupational Health & Safety matters relating to all aspects of the investigation and defense of charges under the relevant legislation.



### JILL WILKIE

Jill Wilkie is a labour and employment lawyer and Associate in the Calgary office of Miller Thomson. Jill concentrates her practice in the areas of employment law, privacy law, human rights and commercial litigation. Jill has appeared before all levels of court in Alberta, as well as several administrative tribunals including the Alberta Human Rights Commission, and has represented clients at Canada Labour Code Arbitrations.

## GUEST PRESENTERS:

ANDREW SHARMAN  
ASSISTANT DEPUTY MINISTER  
DEPARTMENT OF HUMAN  
SERVICES  
WORKPLACE STANDARDS  
DIVISION

PHIL MINCHER  
INVESTIGATION AND  
COMPLIANCE MANAGER  
EMPLOYMENT STANDARDS

DEREK KEARNEY  
OCCUPATIONAL HEALTH AND  
SAFETY MANAGER  
HUMAN SERVICES

ARMAN CHAK  
LEGAL COUNSEL  
ALBERTA  
HUMAN RIGHTS COMMISSION

