

# VICTORY SQUARE LAW OFFICE<sub>LLP</sub> Presents



## VICTORY AT ARBITRATION XII

Seminar for clients and friends of  
**VICTORY SQUARE LAW OFFICE<sub>LLP</sub>**  
Friday, September 14, 2018

*Maritime Labour Centre*  
1880 Triumph Street, Vancouver, BC  
MAP (<http://goo.gl/maps/NSne8>)

*Join us once again for a special educational seminar from our panel of experienced labour lawyers, explaining:*

- Internal Union discipline and Union rules
- IMEs and medical privacy
- Dragging benefits into 2018 (and beyond)
- New directions for BC Labour Law
- Medical and recreational marijuana
- Updates on the latest case law in the areas of labour, pension and benefits, off-duty conduct and more

All proceeds of the Seminar will be donated to CoDevelopment Canada and West Coast LEAF.

Over the past three decades the lawyers at Victory Square Law Office have represented unions at arbitration, the Labour Relations Board and all levels of court.

This is the twelfth year we have hosted Victory at Arbitration, a unique legal education seminar specially designed for union representatives and members. Lawyers from our office volunteer their time to prepare and present this conference.

To date, VSLO has donated more than \$143,000 in seminar proceeds. This year, proceeds from this seminar will be donated to CoDevelopment Canada and West Coast LEAF.

Please join us on Friday, September 14, 2018 for this special union-only seminar, covering issues at the forefront of the organized workplace.

Dedicated to protecting the rights of unions and workers • [www.vsqlo.ca](http://www.vsqlo.ca)

## SCHEDULE

8:15 am – 9:00 am	Registration
9:00 am – 9:40 am	Internal Union Discipline & Union Rules
9:40 am – 10:20 am	IMEs and Medical Privacy
10:20 am – 10:40 am	Break
10:40 am – 11:30 pm	Dragging Benefits into 2018 (and beyond)
11:30 am – 12:10 pm	New Directions for BC Labour Law?
12:10 pm - 1:30 pm	Lunch & Presentation by Colombian Indigenous leader Vilma Rocío Almendra Quinaguanas  <i>Vilma Almendra Quinaguanas is an Indigenous leader from the Nasa people in southwestern Colombia. She works to protect and promote the rights of Indigenous communities. Vilma is responsible for social communications for the Association of Indigenous Councils of Northern Cauca (ACIN), and has developed communications strategies for Indigenous organizations throughout Colombia. She is the author of Between Emancipation and Capture, where she reflects on the Nasa's struggle to defend their culture, language and territories in the face of tremendous pressure from right-wing para-militaries, drug gangs, guerrillas and transnational corporations.</i>  Lunch to be catered by: Tayybeh: A Celebration of Syrian Cuisine <a href="https://tayybeh.wordpress.com/">https://tayybeh.wordpress.com/</a>  <i>Tayybeh is a food company that supports Syrian women newcomer chefs by offering them a source of income and connecting them with community through the preparation of delicious home-style Syrian culinary specialities.</i>  <i>While preparing delicious dishes, Tayybeh supports Syrian women newcomers by providing them with an income and financial independence. Through Tayybeh, they build connections and interact with communities they live in, while doing something they love – to cook!</i>
1:30pm - 2:10 pm	Medical and Recreational Marijuana Q & A
2:10 pm - 2:30 pm	Break
2:30 pm – 3:30 pm	Review of Recent and Notable Labour Law Cases
3:30 pm – 7:00 pm	Reception

Please note that this schedule is subject to change

### All proceeds of the VSLO Seminar will be donated to CoDevelopment Canada and West Coast LEAF

CoDevelopment Canada has 3 primary objectives: 1. To facilitate solidarity between Canadian and Latin American organizations through coordination of social justice projects, mutual support, and communications among the partners; 2. To raise the awareness of the Canadian public regarding key struggles for social justice and human rights in the Americas, and; 3. To work with other Canadian organizations to encourage the federal government to adopt policies towards Latin America that are consistent with sustainable development, social justice and the protection of human rights. Our Latin American partners are labour and social organizations that work for workers' rights, gender equity, the defense of public services, and community rights. For more information on CoDevelopment Canada, visit: <http://www.codev.org/>



West Coast LEAF is the only organization in BC that uses the law to further women's equality. West Coast LEAF works to end discrimination against women using equality rights litigation, law reform, and public legal education. For more information about West Coast LEAF, visit: <http://www.westcoastleaf.org/>



## SEMINAR PRESENTATIONS

### Internal Union Discipline & Union Rules:

- Rules & Bylaws: meeting the DFR.
- A fair process primer on union elections.
- Board v. Court: Who has oversight?

### IMEs and Medical Privacy

- When are IMEs appropriate and who should conduct them?
- Is an employer mandated IME *really* independent?
- Medical notes: How often and in what detail?

### Dragging Benefits into 2018 (and beyond)

- Crafting inclusive benefit provisions.
- Responding to employer demands for cost-cutting: Health Spending Accounts, generic substitutions, etc.
- Benefit litigation trends and emerging issues.

### New Directions for BC Labour Law?

- An update on the NDP commissioner panel to review the *Labour Relations Code*.
- Are we emerging from the dark ages?

### Medical and Recreational Marijuana Q & A

- An opportunity for you to ask questions related to the current state of marijuana law.

### Review of Recent and Notable Labour Law Cases

- Stay updated with our review of notable cases from 2017-2018.

Register to attend VAA 2018 by completing the VAA 2018 online registration form at:

<https://docs.google.com/forms/d/e/1FAIpQLSfO1ivDIkNTm6yAUxJSILQsDL2GzHKxJA2PnU2iEk7CGsK3Eg/viewform>

Or by completing the Registration Form below .

Please note that if using the online registration form you should be aware that the firm uses cloud-based programs to store some client information. Some of these programs may use servers located outside of Canada. By completing and submitting this form you acknowledge that these programs may create some risks for the security of your information.



# VICTORY AT ARBITRATION XII

## Seminar for VSLO Clients and Friends

When: September 14, 2018  
Where: The Maritime Labour Centre  
1880 Triumph Street, Vancouver  
MAP (<http://goo.gl/maps/NSne8>)

*Register now to receive the Early Bird discount*

Register on or before August 1, 2018: \$225.00 per person  
Register after August 1, 2018: \$250.00 per person

The above price includes the full-day seminar, coffee and tea and snacks, lunch (vegetarian and vegan available) and drinks and appetizers at the reception.

To register, complete this form and fax, email or mail it to:

**Victory at Arbitration**

710 – 777 Hornby Street, Vancouver, BC, V6Z 1S4

Facsimile: 604-684-8427 | Email: [vsloconference@vslo.bc.ca](mailto:vsloconference@vslo.bc.ca)

You can also register to attend VAA 2018 by completing the VAA 2018 online registration form:

<https://docs.google.com/forms/d/e/1FAIpQLSfO1ivDIkNTm6yAUxJSILQsDL2GzHKxJA2PnU2iEk7CGsK3Eg/viewform>

Organization Name:			
Organization Address:			
Phone Number:		Fax Number:	
Attendee Name(s)	Email Address(es)	Dietary restrictions	Attending Reception?

Cheque for \$ \_\_\_\_\_       Enclosed       In the Mail  
Please make your cheque payable to VICTORY SQUARE LAW OFFICE LLP