

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



## VICTORY AT ARBITRATION XIII

Seminar for clients and friends of  
**VICTORY SQUARE LAW OFFICE<sub>LLP</sub>**  
Friday, September 13, 2019

*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, discussing:*

- Emerging Issues in Gender Identity
- Sex, Drugs and Rock and Roll: When is the Duty to Accommodate Engaged?
- Too Old for Benefits? Human Rights and the Duty to Accommodate
- Updates to *Labour Relations Code* and *Employment Standards Act*
- Addressing Workplace Harassment and Violence
- Review of Recent and Notable Labour Law Cases
- Reflections on 39 years in labour law

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

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 thirteenth 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 \$163,000 in seminar proceeds. This year, proceeds from this seminar will be donated to West Coast LEAF and CoDevelopment Canada.

Please join us on Friday, September 13, 2019 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.vslo.ca](http://www.vslo.ca)**

## SCHEDULE

8:15 am – 9:00 am	<b>Registration</b>
9:00 am – 9:40 am	<b>Emerging Issues in Gender Identity</b> <i>Presenters: Allison Tremblay and guest speaker (TBA)</i>
9:40 am – 10:20 am	<b>Sex, Drugs and Rock and Roll: when is the duty to accommodate engaged?</b> <i>Presenters: Colin Gusikoski and Mary Thibodeau</i>
10:20 am – 10:40 am	<b>Break</b>
10:40 am – 11:30 pm	<b>Too Old for Benefits? Human rights and the duty to accommodate</b> <i>Presenters: Steven Rogers and Zosia Hortsing</i>
11:30 am – 12:10 pm	<b>Updates to Labour Relations Code and Employment Standards Act</b> <i>Presenters: Rebecca Kantweg and Liam McClure</i>
12:10 pm - 1:30 pm	<b>Lunch &amp; Presentation by WestCoast LEAF</b>  <b>Lunch to be catered by: Tayybeh: A Celebration of Syrian Cuisine</b> <a href="https://tayybeh.com/">https://tayybeh.com/</a>  <i>Tayybeh, the Arabic word for “kind” and “delicious,” is a food company and social enterprise that is taking Vancouver by storm! What started in October 2016 as a single pop-up dinner has turned into an amazing culinary journey! Now an award-winning catering company and food truck vendor, Tayybeh has become a flourishing experience for amazing Syrian women chefs that gives them a source of income and community connections. With pop-up dinners all over the city, and mouth-watering food at parties, weddings, gatherings, office lunches and every possible festivity.</i>
1:30pm - 2:10 pm	<b>Addressing Workplace Harassment and Violence</b> <i>Presenters: Craig Bavis and Rebecca Kantweg</i>
2:10 pm - 2:30 pm	<b>Break</b>
2:30 pm – 3:10 pm	<b>Review of Recent and Notable Labour Law Cases</b> <i>Presenter: Jeff Sanders</i>
3:10pm – 3:45 pm	<b>Reflections on 39 years in labour law</b> <i>Presenter: John Rogers</i>
3:45 pm – 7:00 pm	<b>Reception</b>

**Please note that this schedule is subject to change**

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

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



**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/>



# SEMINAR PRESENTATIONS

## Emerging Issues in Gender Identity

- Legal update on recent cases involving gender identity and expression
- Best practices for union to be inclusive of people of all gender identities (and avoid discrimination complaints)
- Pushing boundaries in advocacy for trans, nonbinary, two spirit and gender variant members

## Sex, Drugs and Rock and Roll: When is the Duty to Accommodate Engaged?

- A discussion of the line between recognized disorders, recreational behaviour and personality conflicts
- A review of how zero tolerance policies on Cannabis or other drugs are treated in the case law
- Helpful tips on representing members before and during the accommodation process

## Too Old for Benefits? Human Rights and the Duty to Accommodate

- Review of the legislation, human rights and *Charter* issues surrounding policies terminating disability, dental, life insurance and extended health benefit coverage for workers over 65
- Many provinces' human rights codes allow benefits to be cut off at 65, provided it is part of a *bona fide* pension or benefit plan
  - New law out of Ontario says that this is contrary to section 15 of the *Charter*; but what's the status of these policies in BC?

## Updates to *Labour Relations Code* and *Employment Standards Act*

- An analysis and review of the changing legal landscape and what it means for Unions and their members

## Addressing Workplace Harassment and Violence

- A review of the changing landscape of legal issues
- Exploring the dividing line between zealous supervision and worker harassment
- Understanding how employers, insurers, and Worksafe require workers to prove harassment causes illnesses
- What unions and employers must do to create effective (and soon to be required) harassment and violence prevention programs

## Review of Recent and Notable Labour Law Cases

- A review of the top cases of the previous year
- A discussion of the importance of these cases for Unions and their members

## Reflections on 39 years in Labour Law

- Reflections on the highlights and lowlights of four decades of representing unions and their members

Register to attend VAA 2019 by completing the VAA 2019 online registration form at: <https://tinyurl.com/y3262ch7>

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.

