

# Employment Standards Code in Alberta

Calgary, AB • August 3, 2011 • ID# 387294

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**Get the training you need to avoid compliance confusion, complaints and penalties.**

Prevent the financially crippling employee claims and penalties that plague employers in today's workplace. Register for this seminar and get the Employment Standards Code savvy your company has been looking for.

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### Benefits for You

- Don't be caught off guard by leave laws
- Tackle holiday and vacation pay challenges
- Utilize best practices in terminations to minimize claims
- Get strategies for managing your hours of work and overtime obligations

### Faculty

#### Moderator:

**Kim Bechtel**, *yourHRco*

**Erin M. Ludwig**, *Armstrong Management Lawyers*

**James F. Maxwell**, *Macleod Dixon LLP*

**Catherine A. McAteer**, *Spectrum HR Law LLP*

**Brian D. Portas**, *Borden Ladner Gervais LLP*

**Damian J. Rigolo**, *Osler, Hoskin & Harcourt LLP*

For more information about our speakers, go to [www.lorman.com/ID387294](http://www.lorman.com/ID387294).

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8:30 AM – 9:00 AM

#### Registration

9:00 AM – 10:00 AM

#### Compressed Work Week Arrangements and Overtime Provisions of the Employment Standards Code

— *Erin M. Ludwig*

- Obligations of the Employer for Compressed Work Week Under the Code
- Obligations of the Employer for Overtime Under the Code
- Compressed Work Week
- Overtime Agreements
- What Industries and Individuals Are Exempt From Compressed Work Week and Overtime Under the Code?
- Recent Decisions on Compressed Work Week and Overtime

10:00 AM – 10:15 AM

#### Break

10:15 AM – 11:15 AM

#### Holidays, Vacations and Other Types of Leave

— *Brian D. Portas*

- Vacation Leave and Vacation Pay Obligations
  - Difference Between Leave and Pay
  - Rundown of the Code Requirements
  - Consideration of Issues and Examples
- General Holidays
  - Rundown of Code Requirements
  - Consideration of Issues and Examples
- Other Types of Leave and Considering Employment Standards Legislation Between Provinces
  - Reservist, Sick, Bereavement and Compassionate Care Leave
  - Jury and Witness Duty Leave, and Leave for Voting Duties

– Wedding, Emergency and Organ Donation Leave

11:15 AM – 12:15 PM

#### Termination of Employees and the Relationship Between the Employment Standards Code and Common Law

— *James F. Maxwell*

12:15 PM – 1:15 PM

#### Lunch (On Your Own)

1:15 PM – 2:15 PM

#### Dealing With the Maternity and Parental Leave Provisions of the Employment Standards Code

— *Damian J. Rigolo*

- Obligations of an Employer Under the Code
- Risks of Noncompliance
- Strategies for Compliance and Risk Avoidance

2:15 PM – 2:30 PM

#### Break

2:30 PM – 3:30 PM

#### Handling Claims and the Employment Standards Complaint Resolution Process

— *Catherine A. McAteer*

- The Jurisdiction of the Employment Standards Branch
- What to Expect From the Complaint Resolution Process
- Working With Outside Counsel
- Preparing and Presenting Your Case
- Alternative Dispute Resolution
- Appealing an Employment Standards Order

3:30 PM – 4:30 PM

#### Dispelling Misunderstandings and Myths of the Employment Standards Code

— *Kim Bechtel*

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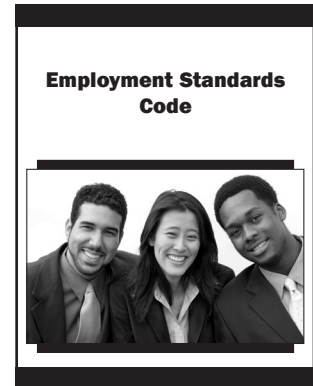
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**SEMINAR ID:** 387294

## Where Is It?

The Blackfoot Inn  
5940 Blackfoot Trail Southeast  
403-252-2253  
Calgary, AB

## Who Will Be There?

This seminar is designed for human resource and industrial relations professionals, payroll professionals, and business owners and managers.