

**EMPLOYMENT LAW FOR IN-HOUSE COUNSEL**  
**September 23, 2016**

8:00 – 8:20 **REGISTRATION & CONTINENTAL BREAKFAST**

8:30 - 9:00 **IN-HOUSE COUNSEL AND THE HUMAN RESOURCES PORTFOLIO**

Integration of legal advice and strategy with human resources strategy is an essential aspect of the in-house counsel's role in a modern organization.

**Learn:**

- Common issues faced by in-house counsel in the human resource portfolio;
- How to gauge when in-house legal intervention is required in a human resource matter; and
- To effectively triage employment law matters as in-house counsel.

9:00 – 9:30 **IN-HOUSE COUNSEL AND THE CORPORATE STRUCTURE**

When faced with human resources issues, in-house counsel must not only ensure that they give proper advice, they must navigate the corporate structure, ensuring that stakeholders are appropriately involved in decision-making and have the resources necessary to make informed decisions.

**Learn:**

- The role of in-house counsel as advice giver;
- Proactive best practices to reduce exposure and avoid problems; and
- How to navigate and reconcile professional obligations and business needs.

9:30 – 9:50 **Q&A**

9:50 – 10:05 **BREAK/NETWORKING**

10:05 – 10:35 **IN-HOUSE COUNSEL AS INVESTIGATOR**

In-house counsel is frequently called in to assist with investigations, either as advisor or as investigator. This is an area where the in-house counsel's special expertise can be an invaluable resource to the organization, yet it is also a role which comes with responsibilities and risks.

**Learn:**

- How to determine when an investigation is required and what type of investigation may be required;
- What ethical issues can arise from in-house counsel's role as advisor/investigator and how to manage those issues; and
- Strategies for taking action on the investigation's results.

10:35 – 11:05 **IN-HOUSE COUNSEL AND WORKPLACE CONFLICT**

Even where there is an existing relationship with external counsel, in-house counsel typically provide/frame an organization's initial response to workplace conflict. This makes their role important in terms of setting up their client from the beginning for ultimate success.

**Learn:**

- How to handle terminations both with and without cause
- How to manage ongoing accommodation issues;
- How to respond to demand letters from employees; and
- How to be proactive in handling employment litigation with external counsel.

11:05 – 11:20 **Q&A**

10:05 - 10:20 **BREAK/NETWORKING**

11:30 – 12:30 **MODERATED PANEL DISCUSSION**

*Kelly McDermott, Regional Labour and Employment Solicitor, Region of Durham*

*Leslie Rosenthal, Corporate Counsel, SYNEX Canada*

*Matt Shyba, Associate General Counsel, AutoCanada*

*David Watkins, Director Legal & Risk Management - Commercial Project Director, Solutions & Installation, Mammoet*

The panel will discuss strategies, approaches and common issues they face when dealing with human resources matters from the perspective of an in-house counsel.

12:30 **CONFERENCE ENDS**