

Coast-to-Coast L&E Update Series
2015: A Year in Review
February 11, 2016

Introduction



- Quebec Update – Guylaine Lacerte
- Ontario/Federal Update – Justine Lindner
- Alberta Update – Justin Turc
- British Columbia Update – Ryley Mennie
- Moderator – Kate McNeill-Keller

Quebec Update – *Guylaine Lacerte*

Legislative Update:

- Bill 42: *An Act to group the Commission de l'équité salariale, the Commission des normes du travail and the Commission de la santé et de la sécurité au travail and to establish the Administrative Labour Tribunal*

Case Law Update:

- Employee renunciation of entitlement to reasonable notice of termination
- Calculation of notice of termination resulting from resignation by an employee

Other Trends:

- Medical Marijuana in the Workplace



Ontario/Federal Update – *Justine Lindner*

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Legislative Update:

- AODA - January 1, 2016 Deadlines
- Protection of Tips and Gratuities
- Increased Protections Against Sexual Harassment
- Changing Workplaces Review

Case Law Update (Ontario):

- Bonus Provisions Providing for Payout to Only “Active” Employees Upheld

Case Law Update (Federal):

- Supreme Court of Canada to weigh in on *Wilson v. AECL*



Alberta Update – *Justin Turc*

Legislative Update:

- Gender Expression & Gender Identity
- Revisions to the OHS Code
- Essential Services in the Labour Relations Context
- Minimum Wage

Recent Trends:

- Demand letters & litigation
- Group terminations



British Columbia Update – *Ryley Mennie*

Legislative Update

- *Administrative Tribunals Act* – changes to the legal landscape for resolution of disputes before BC's administrative tribunals
- *Workers' Compensation Act* – changes to stop work and accident investigation provisions

Privacy Update

- Recent guidance from the BC Office of the Information and Privacy Commissioner on workplace monitoring and information protection, and bring your own device policies/programs

Case law update

- Injury to dignity awards at BCHRT
- Anonymity of grievor names in labour arbitration



Questions?

CPD Information:

This program qualifies for up to 1.0 hour(s) of eligible educational activity or CPD/MCE credit under the mandatory education regimes in British Columbia, Ontario and Québec.