

Legal Series Part 2: You're on Mute

Thursday, February 4, 2021 | 9:00 am – 1:00 PM | 4 CPD Hours

How Organizations Can Navigate Remote Work and Its Risks

With the pandemic's shift from office centred work to remote work, employees are making due by using devices and spaces that may not be ideal. There are additional risks that remote work brings to organizations and this session will provide some helpful tips to safely and effectively navigate remote work in your organization.

Learning Outcomes:

- Legal considerations
- Employee performance management
- Occupational health and safety considerations
- Family status and accommodation
- Privacy concerns

About the presenter:



Melanie Booth, CPHR has been practicing law for over 12 years and is part of the Employment & Labour Group at KSW Lawyers.

She also has her CPHR designation for her background in Occupational Health and Safety and Employment/Labour law. She has an interest in assisting employers with risk mitigation, workplace investigations,

discriminatory and WorkSafeBC matters. Melanie enjoys helping employers resolve issues and achieve their goals to keep the workplace efficient and enjoyable for staff.

Notable Cases from a Pandemic Year

While the Pandemic was underway, life continued on (after a pause) for the courts and administrative tribunals. The courts, human rights, employment standards and privacy tribunals, as well as arbitrators and labour boards across Canada issued decisions over issues which were percolating pre-Pandemic.

The issues are of interest (or more importantly, of concern!) to employers, but have been pushed aside by more immediate, Pandemic related matters.

Pamela Connolly and Veronica Ukrainetz, both of Ukrainetz Workplace Law Group will, in an interactive format, review notable cases decided in 2020, discuss their practical application, lessons learned and tips to take away.

Learning Outcomes:

- How decisions which may appear to be "one-off's", do have take-aways for employers and human resource professionals ("We would never do that right ...?")
- Why it's important to understand how a decision from another province or federally may affect decisions around your organization's employees
- How recent decisions may impact hiring decisions, performance management and your organizations approach to privacy and human rights related issues
- How decisions coming out of the Labour Board and/or of arbitrators may impact your organization, even if your organization is not unionized

About the presenters:



Veronica Ukrainetz is the principal of Ukrainetz Workplace Law Group, a boutique firm based out of the Okanagan which provides strategic legal and human resources support for employers throughout British Columbia. She has a BA in English literature with a Minor in Law in the Liberal Arts (U of Calgary) and a Law Degree (Dalhousie, Nova Scotia).

Veronica has been practicing management side employment, labour, human rights and privacy law for over 25 years and has also worked as a human resources manager.

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Veronica leverages her immersion in workplace law, a preference for practical solutions and a talent for understanding human behaviour to assist her clients in developing and maintaining a productive, accountable and respectful workplace.



Pamela Connolly joined Ukrainetz Workplace Law Group in 2017 after practicing employment law in Toronto for 10 years. She is an experienced workplace investigator and speaks and conducts training seminars regularly about the topic. She also has a varied employment and labour law practice that involves assisting employers with issues arising from hiring to terminations and everything in between,

as well as advocating for clients' interests at courts and tribunals.

Pamela is passionate about employment law. Not only is the law interesting and constantly developing, Pamela believes it is meaningful work. She strives to make a positive impact on workplaces by educating and empowering clients, leading to success for both employers and employees.

(More details coming soon!)