

Employment Standards Code

Edmonton, AB April 28, 2011

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Seminar ID: 386909

Agenda

8:30 am – 9:00 am **Registration**9:00 am – 10:00 am **Contractors vs. Employees**

— Daniel R. Bokenfohr

- How This Distinction Affects Employers
- The Legal Test
- Incorporation
- Contractual Terms to Consider

10:00 am – 11:00 am **Employment Policies That Work**

— Liza J. Wold

- Drafting Tips
- Employee Engagement
- Get the Code to Work for You
- Implementation

11:00 am – 11:15 am **Break**11:15 am – 12:15 pm **Temporary Layoffs**

— F. Albert X. Lavergne

Supervisory, Management and Confidential Exclusions

12:15 pm – 1:15 pm **Lunch (On Your Own)**1:15 pm – 2:15 pm **Jurisdiction, Statutory Minimums, and How Alberta's Privacy Legislation Impacts the ESC**

— Terri Susan Zurbrigg

- What Issues Can Be Resolved by an ESC Complaint, and Which Issues Fall Outside Its Jurisdiction?
- What Do Sections 3 and 4 of the ESC Mean for You and Your Organization?
- ESC and Privacy Issues Including: Data Retention and Destruction, and What Information Can and Cannot Be Disclosed Upon Termination

2:15 pm – 2:30 pm **Break**2:30 pm – 3:30 pm **Employment Standards for Young Workers**

— Heather D. André

- Compliance With the Alberta Employment Standards Code
- Director Approved Jobs for Adolescents
- Restriction on the Conditions of Young Workers' Employment

3:30 pm – 4:30 pm **Termination**

— Kirsten M.L. Hayne

- Probation
- Entitlement to Notice and Termination Pay
- Termination by an Employee
- Layoff and Recall

Frequently Asked Questions

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9:00 a.m. to 4:30 p.m.