

Employment Standards Code in Alberta

Edmonton, AB • April 27, 2012 • ID# 388584

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



Special Offer!
Bring a Colleague - Save \$200

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.

Let local experts teach you how to create compliant practices and bulletproof policies. With a slew of responsibilities already on your plate, how can you keep up with all the latest developments? Easy - enroll today and discover the latest techniques to keep your company out of trouble.

Benefits for You

- Do your part to save the company money by learning how to terminate without causing claims
- Rise to the challenge of handling today's most pressing workplace issues, including employment contracts
- Learn how Alberta's Privacy Legislation impacts the Employment Standards Code
- Understand the difference between contractors and employees

Faculty

Jenelle R. Butler, *Brownlee LLP*
Laura Inglis Chubb, *Bennett Jones LLP*
Maurice C. Dransfeld, *McLennan Ross LLP*
Joe H. Hunder, *Fraser Milner Casgrain LLP*
Kelly B. Nychka, *Bryan & Company LLP*
Terri Susan Zurbrigg, *Field Law LLP*

For more information about our speakers, go to www.lorman.com/ID388584.

Continuing Education Credit

- CHRP

For more detailed CE credit information, visit us at www.lorman.com/ID388584 or contact us at 866-352-9540.

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8:30 AM - 9:00 AM	Registration
9:00 AM - 10:00 AM	Contractors vs. Employees — <i>Maurice C. Dransfeld</i> • How This Distinction Affects Employers • The Legal Test • The Statutory Framework • Contractual Terms to Consider
10:00 AM - 11:00 AM	Employment Policies That Work — <i>Kelly B. Nychka</i> • 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	Obligations of Departing Employees — <i>Joe H. Hunder</i> • Duty Not to Disclose Confidential Information • Fiduciary Duties • Enhanced Contractual Duties • Possible Remedies
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 — <i>Terri Susan Zurbrigg</i> • What Issues Can Be Resolved by an ESC

2:15 PM - 2:30 PM	Break
2:30 PM - 3:30 PM	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
3:30 PM - 4:30 PM	Employment Contracts - When to Put It in Writing — <i>Laura Inglis Chubb</i> • The Interplay Between Drafting Employment Agreements and the Employment Standards Code • Considering Consideration • Restrictive Covenants: What Alberta's Courts Are Saying
	Terminations: A Necessary Evil in Times of Boom and Bust — <i>Jenelle R. Butler</i> • Probationary Periods • Entitlement to Notice and Pay in Lieu of Notice • Layoffs and Recalls • Termination by Employees

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Register Online at www.lorman.com/ID388584

Seminar Tuition (includes free manual with attendance)

- Yes! I would like to attend. (\$459.00 + \$22.95GST = C\$481.95 per person)
- Special Offer!** I would like to bring a colleague.
(\$259.00 + \$12.95GST = C\$271.95 per each additional registrant)
- Yes!** I would like the Best Value discount.
(\$558.00 + \$27.90GST = C\$585.90 for a single registration plus CD recording of this seminar*)

I am unable to attend but I am interested in:

- CD/Manual Package (\$489.00 + \$24.45GST = C\$513.45 per package*)
- Manual Only (\$159.00 + \$7.95GST = C\$166.95 per manual*)

Amount Enclosed

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- This seminar may be recorded by Lorman.
- If you need special accommodations, please contact us two weeks in advance of the program.
- Lorman Education Services is not approved to offer self-study CPE credit for accountants; therefore, no CPE will be given for this program if ordered as a self-study package.

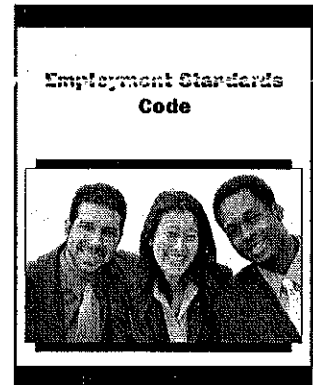
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Lorman Education Services
Dept. 5382, P.O. Box 2933
Milwaukee, WI 53201-2933
SEMINAR ID: 388584

Where Is It?

Hilton Garden Inn West Edmonton
17610 Stony Plain Road
780-443-2233
Edmonton, AB

Who Will Be There?

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