

Perspective patronale en droit de l'emploi et relations de travail
Labour and Employment Law for Employers

Emond Harnden ^{SRL} _{LLP}

**THURSDAY,
JUNE 18, 2009**

Emond Harnden, LLP
Eastern Ontario's leading
management-side labour relations
and employment law firm invites you to
a complimentary breakfast seminar:

**HOT TOPIC UPDATE:
ACCOMMODATION IN THE WORKPLACE**

Speakers:
**Lynn Harnden
Vicky Satta**

Thursday, June 18, 2009
at the **Hampton Inn Ottawa
Conference Centre**
200 Coventry Road, Ottawa

Continental Breakfast
7:30 a.m. to 8:00 a.m.

Presentation
8:00 a.m. to 9:00 a.m.

Question period to follow.

HOT TOPIC UPDATE: ACCOMMODATION IN THE WORKPLACE

As a Human Resources Professional, you are no doubt aware that the issues surrounding an Employer's duty to accommodate are ever changing and ever expanding.

It is a fine balance that must be maintained; ensuring that employees are accommodated to the point of undue hardship while still making certain that the workplace remains productive. Our lawyers will review recent issues that are emerging in this continually changing landscape.

Topics that will be addressed in this update will include:

- Employer's entitlement to employee's medical information - Is it a prerequisite for entitlement to accommodation? Why are "nature of illness" and "diagnosis" treated differently?
- When should an Employer challenge medical evidence cited in support of accommodation? Can it be challenged successfully?
- What is the obligation to accommodate particular family situations?
- Does the addicted employee get a free pass for misconduct?

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If you would like to attend, kindly RSVP on or before June 11, 2009
on our website, by fax at (613) 563-8001 or by e-mail at seminars@emondharnden.com

Name

Title

Company

Address

Telephone

E-mail