

New program!

UNDERSTANDING THE LEGAL IMPLICATIONS OF REMOTE WORK

Beyond Office Walls: Remote Work and the Law – What All HR Professionals Need to Know

Human resource professionals must grasp the distinct legal implications of remote work and take proactive measures to mitigate risks. Simultaneously, they need to embrace best practices for attracting, retaining, and supporting remote employees, ensuring organizational success.

- Understanding the legal obligations and potential liabilities of remote/hybrid work, including taxation, corporate concerns, immigration, and the application of employment standards
- Tackling “secondary” employment, moonlighting and side-gigs
- Handling performance, discipline, and termination within the remote work framework
- Optimizing practical strategies for talent management, including recruitment and retention initiatives

Register today at:
osgoodepd.ca/remote-work

PROGRAM CHAIR

Lisa Stam
Founder and Managing Partner,
Spring Law

REGISTRATION OPTIONS

October 18, 2024
9:00 a.m. – 5:00 p.m. ET
Online (Live)

OR

November 22, 2024
9:00 a.m. – 5:00 p.m. ET
Online (Replay)

Can't make the date?
Registration includes 120-day
unlimited, online access to the
recorded program.



Understanding the Legal Implications of Remote Work

The COVID-19 pandemic has brought about substantial changes in the Canadian workforce. Employees now seek greater flexibility in remote work arrangements, prompting employers to adapt to new HR and legal frameworks. It's crucial for employers to acknowledge and manage risks both domestically and internationally to minimize potential legal liabilities, while at the same time implementing robust processes to address the unique challenges of today's dynamic work environment, making it easier to attract and retain top talent.

Topics Include

- Comprehensive overview of the key legal and regulatory considerations when employees work remotely across different jurisdictions – how to ensure compliance
- Duty to accommodate and remote employees – what, if anything, has changed?
- Building and supporting employee engagement and culture in a remote workplace – tips and tools
- Ensuring data privacy, security and compliance in remote work environments
- Implementing effective change-management initiatives amidst ever-evolving workplace dynamics, and dealing effectively with resisters to change
- What to include in your remote work policy... and what you shouldn't

Who Should Attend

- HR Professionals/Executives
- Talent Acquisition Specialists
- Employee Relations Specialists
- Organizational Development Specialists

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[osgoodepd.ca/
remote-work](https://osgoodepd.ca/remote-work)

Agenda

9:00 a.m. ET

Chairs' Introduction and Opening Remarks

Lisa Stam

Founder and Managing Partner, Spring Law

9:05 a.m.

Cross Border Laws: Rapid Fire Case Study Focusing on the Key Issues

Anna Malazhavaya

Advotax Law

Melissa Babel

Babel Immigration Law Professional Corporation

Connie Cheung

Sherrard Kuzz LLP

Michelle Wassenaar

Method Law Professional Corporation

A comprehensive overview of taxation implications, corporate responsibilities, immigration laws, intellectual property rights, and employment standards within remote work environments. Through practical insights and case examples, you will be equipped with the knowledge necessary to navigate and effectively manage the myriad cross-border challenges present in today's workplace landscape.

- Taxation considerations
- Corporate concerns
- Immigration law considerations
- Intellectual property ownership concerns
- Application of employment standards

10:15 a.m.

Break

10:30 a.m.

Management of Remote Work – Legal Risk and Compliance

Samantha Seabrook

Seabrook Workplace Law

Dr. Amin Yazdani

Executive Director, Canadian Institute for Safety, Wellness & Performance, Conestoga College

An in-depth analysis of the legalities and practical strategies of returning employees to the office, navigating terminations in remote settings, handling stress leaves and accommodation requests, managing issues such as time theft and moonlighting, and effectively addressing health and safety concerns for remote workers.

- Requiring employees to return to the office – the legal position and practical strategies that work
- Terminations and discipline in the remote environment
- Stress leaves and accommodation requests when implementing a hybrid or in-person system
- Dealing with time theft, moonlighting and side gigs
- Health and safety and compensation claims
- Dispute resolution – tools, tips and effective strategies for resolving conflicts in digital spaces

12:30 p.m.

Lunch break

1:30 p.m.

Recruitment and Retention: Adopting the Best Strategies in a Remote Work Environment

Trevor Stewart

President, Stoakley-Stewart Consultants Ltd

Fiona Gardner

Vice President, People Operations, Symcor

Two highly experienced HR professionals will explore the challenges related to remote work with a keen focus on the complexities of attracting and retaining talent.

- Talent retention
- Talent classification – structuring remote relationships

2:15 p.m.

Talent and Culture – Fostering Relationships, Building Strong Teams and Maintaining Connections

Mark Edgar

Chief People Officer, Wajax

Andy Pushalik

Dentons

In this session, we explore the evolving dynamics of fostering relationships, building strong teams, and maintaining connections in today's diverse workplace landscape. Our experts will delve into pressing topics such as addressing the dual realities of remote and on-site workforces, navigating the challenges of maintaining a cohesive organizational culture in a dispersed setting, and maximizing the potential of mentorship and management in remote work environments. You will discover insights and strategies to empower your teams and nurture a thriving organizational culture amidst the complexities of today's modern work structures

- Addressing the two-class system that has arisen – those who are able to work remotely, and those whose jobs/duties mean that they cannot
- Building and supporting employee engagement and culture in a remote workplace
- Learners/mentees and managers and mentors – overcoming the barriers and getting the best outcomes in a remote work environment

3:00 p.m.

Break

3:15 p.m.

Ensuring Data Security, Privacy and Safety in a Remote Setting

Kevin Lo

Senior Director, MT>3 a Division of McCarthy Tétrault LLP

Sean Murray

Sr Director, Client Success, Business Cloud Inc.

Lauren Reid

President, The Privacy Pro

Join our panel of experts as they discuss critical topics including outlining employee obligations, addressing cyber threats, and navigating privacy and regulatory challenges effectively.

- Defining the employees' responsibilities when handling sensitive information
- Mitigating cyber security threats – tools and best practices
- Understanding and addressing the privacy and regulatory issues

4:00 p.m.

Business Transformation and Achieving a Lasting Change in a Virtual/Hybrid World

Waseem Sinjakli

Founder and Managing Director, Elite Program Management, Calgary

Lexa Cutler

Spring Law

Change management in remote work settings involves navigating transitions effectively, fostering adaptability, maintaining communication, and supporting teams through evolving challenges to ensure productivity and well-being in decentralized work environments. Our experts share their tips and strategies.

- Recognizing the legal risks around change management
- Best practices, enablers, and pitfalls
- The role of technology in enabling remote work

4:45 p.m.

Tying it All Together & Chair's Closing Remarks

Lisa Stam

Founder and Managing Partner, Spring Law

5:00 p.m.

Program Ends

Chair

Lisa Stam, Founder and Managing Partner, Spring Law

Faculty Includes

Melissa Babel
Babel Immigration Law
Professional Corporation

Connie Cheung
Sherrard Kuzz LLP

Lexa Cutler
Spring Law

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Waseem Sinjaki
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Trevor Stewart
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From other OsgoodePD offerings for Human Resource professionals:

“A robust, exceptionally detailed program that connects theory with real-world application... filled with valuable knowledge and practices to help stay at the top of your game and to protect your organization.”

Matt LeMaire, VP of People & Operations,
Peel Mutual Insurance

“Best of the best. Knowledgeable, useful, timely. Very helpful and has immediate benefits as soon as I get back to work.”

Randi Jakobsen, Senior Director, Payroll,
Maple Leaf Sports & Entertainment

Registration Details

Fee per Delegate: \$595 + TAX

Newly Licensed*: \$297.50 + TAX

**This fee applies to newly licensed regulated professionals within the past 2 years*

Fees include attendance and electronic program materials. Group discounts are available. Visit www.osgoodepd.ca/group-discounts for details. Please inquire about financial assistance.

Program Changes

We will make every effort to present the program as advertised, but it may be necessary to change the date, location, speakers or content with little or no notice. In the event of program cancellation, York University's and Osgoode Hall Law School's liability is limited to reimbursement of paid fees.

Cancellations and Substitutions

Substitution of registrants is permitted at any time prior to the start date of the program. If you are unable to find a substitute, a full refund is available if a cancellation request is received in writing 14 days prior to the start of the program. If a cancellation request is made with less than 14 days notice, an administrative fee equal to 20% of the program cost, to a maximum of \$250 will apply per person. Payment is required to receive access to the program.



OsgoodePD has been approved as an Accredited Provider of Professionalism Content by the LSO.



Eligible CPD Hours – LSO (ON): 6h 45m CPD (6h 45m Substantive)

HRPA: This program has been approved for 6.5 CPD hours under Section A of the Continuing Professional Development (CPD) Log of the Human Resource Professionals Association (HRPA).



OsgoodePD programs may be eligible for CPD/MCLE credits in other Canadian and US jurisdictions. To inquire about credit eligibility, please contact cpd@osgoode.yorku.ca.

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