# **Employee Discharge and Documentation in Ontario**

# When can flawed documentation be worse than none at all?

#### Hamilton, ON January 20, 2009

Moderator: Peter Biro, B.A. (Hons.), M.A., LL.B., B.C.L. WeirFoulds LLP

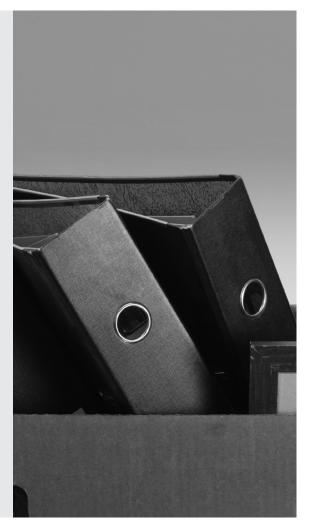
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Jonathan Dye, B.A. (Hons.), LL.B., M.B.A., LL.M. Heenan Blaikie LLP

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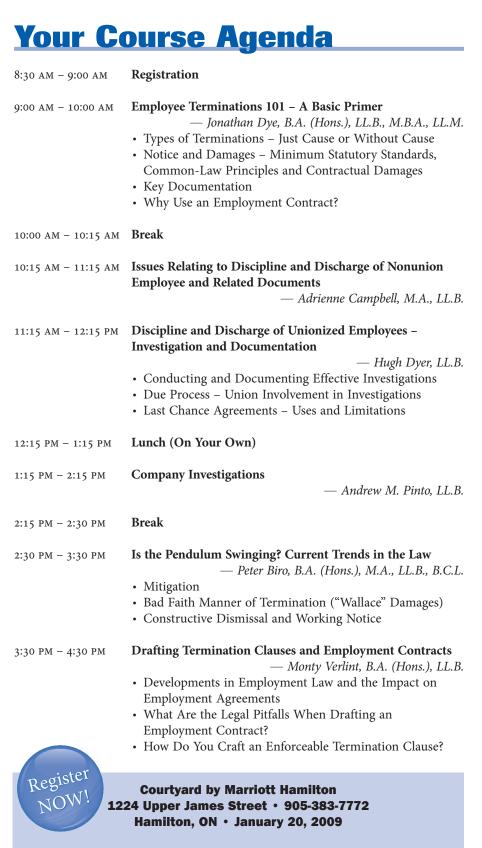
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# **Your Seminar Leaders**

**Peter Biro, B.A. (Hons.), M.A., LL.B., B.C.L.,** is a partner at WeirFoulds LLP. His practice includes all aspects of civil, corporate and commercial litigation and dispute resolution. Mr. Biro is a leading member of the employment law bar, providing employment advice; guidance on positive proactive employee relations; and representation in human rights, privacy, sexual harassment, workers' compensation, occupational health and safety, and employment termination issues. He also appears frequently on television, radio and other media to comment on news stories of special interest and on developments in the law. Mr. Biro has lectured in his areas of practice and expertise at various academic institutions. He is a member of the Ontario Bar Association, the Law Society of Upper Canada, the Canadian Bar Association, The Advocates' Society, the Metropolitan Toronto Lawyers Association and the Human Resources Professionals Association of Ontario.

Adrienne Campbell, M.A., LL.B., is a member of the Labour and Employment Group at Miller Thomson LLP. She has extensive experience in both private practice and as in-house counsel, providing legal advice and strategic counsel to multiple business partners on a variety of national employee relations, employment and labour matters. Ms. Campbell's background allows her to provide practical, business-oriented advice to federally and provincially regulated clients in both the profit and not-for-profit sectors with respect to offer letters, executive employment contracts, terminations, human rights, attendance management issues and the employment implications of corporate reorganizations. She has presented numerous lectures and seminars on a variety of issues both internally and at events sponsored by the Retail Conference of Canada, Kenexa, Conference Board of Canada Shepell-FGI, the Canadian Bar Association and Infonex. Ms. Campbell earned her M.A. degree from Brock University and her LL.B. degree from Dalhousie Law School.

Jonathan Dye, B.A. (Hons.), LL.B., M.B.A., LL.M., is a partner in the Toronto office of Heenan Blaikie LLP. Part of the firm's National Labour and Employment Group, the largest of its kind in Canada, Mr. Dye focuses his practice on employment law. He has been involved in cases before all levels of the Ontario courts, the Supreme Court of Canada and the Ontario Labour Relations Board. He is also an accomplished speaker. A longtime member of the executive of the Labour and Employment Section of the Ontario Bar Association, Mr. Dye is the Section's vice chair (employment) and will be chair of the section for 2008 to 2009. He earned his B.A. degree, with honours, in economics from The University of Western Ontario; his M.B.A. and LL.B. degrees from the University of Windsor; and his LL.M. degree from Osgoode Hall Law School at York University.

**Hugh Dyer, LL.B.,** is a partner in Miller Thomson LLP's Labour Tleations and Employment Law Group. He is based in the firm's Toronto office. His practice is restricted to advising and representing employers in labour relations and employment-related matters. These matters concern union and nonunion employees, encompassing labour relations, negotiation and administration of collective agreements, human rights, employment standards, health and safety, and other employment issues. Mr. Dyer frequently acts as employer counsel in grievance and interest arbitrations. He also advises concerning the labour relations and employment issues arising in the context of commercial transactions. Mr. Dyer is a frequent author and lecturer on employment law issues. He earned his B.A. degree and his LL.B. degree, with distinction, from The University of Western Ontario.

Andrew M. Pinto, LL.B., practices primarily in the areas of employment, labour, administrative, constitutional and human rights law. He provides strategic advice and representation to a wide variety of employers, employees, unions, businesses and individuals in negotiations and civil/administrative proceedings. Mr. Pinto has spoken at and chaired numerous continuing legal education programs particularly in the area of workplace law. He is an adjunct professor at the Faculty of Law, University of Toronto, teaching the administrative law course. Mr. Pinto is a member of the Law Society of Upper Canada and the Association des juristes d'expression française de l'Ontario. He earned his B.Sc. degree in electrical engineering from Queen's University and his LL.B. degree from the University of Windsor.

**Monty Verlint, B.A. (Hons.), LL.B.,** is a lawyer with Kuretzky Vassos Henderson LLP, a nationally recognized labour and employment law firm. He graduated from Osgoode Hall Law School. Prior to entering law, he obtained an honours B.A. degree at York University, where he majored in political science, and law and society. Mr. Verlint has written and co-written a number of newsletters and papers on employment law issues. His area of practice encompasses all areas of labour and employment law. Mr. Verlint can be reached by phone at 416-865-0504 or by email at montyv@kuretzkyvassos.com.

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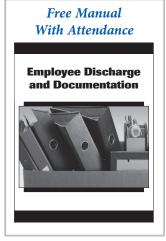
#### When can flawed documentation be worse than none at all?

Eliminate expensive and time-consuming legal battles by making sure you have the latest developments at your fingertips. Documentation can be a hassle – but you may need it later to show you had legitimate reasons for disciplining or terminating an employee. What's more, courts and juries are providing a jolting wake-up call for those who fail to meet the challenge.

Attend this seminar and walk away with practical guidelines for being proactive in an area of increasing importance. Get advice from experienced practitioners in Ontario that will save you time, money and lots of frustration down the road register today!

#### **Benefits for You**

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This seminar may qualify for 6.0 CPLD credits through the Certified Management Accountants of Ontario.



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