

CACE Corporate Counsel Webinar

ACCOMMODATION AND UNDUE HARDSHIP SINCE HYDRO QUEBEC



Date: **June 2, 2016**

Time: **12:00 pm – 1:00 pm EST**

Cost: **Complimentary to all Corporate Counsel
CACE Members**

Presented by leading practitioner **Bill Hlibchuk**, Norton Rose Fulbright Canada LLP, with a question and answer period chaired by **Mark Cresthol**, Accenture and **Mireille Bergeron**, Bell Canada.

In 2008, the Supreme Court of Canada made important clarifications on the concepts of accommodation and undue hardship, which at the time were helpful for corporate counsel in their management of disability accommodation cases. We learned from the Court that the test for undue hardship was not whether it is “impossible” to accommodate an employee and were reminded that the purpose of the duty to accommodate is to ensure that persons who are otherwise fit to work are not unfairly excluded where working conditions can be adjusted without undue hardship to the employer.

- ❖ How have arbitrators and human rights tribunals in Canada interpreted those directives over the past 8 years?
- ❖ Has the apparently faulty standard of “impossibility” crept back into the discussion?
- ❖ How has the “global assessment” of the evaluation of the employer’s duty to accommodate evolved since Hydro Quebec?

This webinar will provide a cross-Canada update and review of the concept of accommodation and undue hardship since Hydro Quebec. It will also involve a practical discussion of what corporate counsel have learned since 2008 and the challenges to come in finding practical solutions to the ever-challenging question of “how far do we need to go.”

Mr. Hlibchuk will present for approximately 30 minutes and then have a 10–15 minutes question and answer period. Following the Q & A, Mr. Cresthol and Ms. Bergeron will help lead a private discussion with only corporate counsel, as to how best practically apply the information learned in presentation for the remaining 15 minutes of the webinar.

To register, please click on the registration link below or copy and paste it into your browser. Please note that we will be applying to the various Law Societies for accreditation and will keep participants posted. <https://attendee.gotowebinar.com/register/8824042981896841475>

