

# Labour Relations

## *Fall 2009 Webinar Series*

### **The Employer's Role in Arbitration/Dispute Resolution**

Wednesday, September 9, 2009 12:00 pm

Duration: 1 hour 30 minutes

Presented by Kenda Murphy and Heather Shields

The Employer's role does not end when a decision is made respecting an employee, in fact, from the perspective of arbitration that is simply the beginning. This webinar addresses arbitration preparation from the standpoint of the mechanics of what a hearing looks like through to attendance at a hearing and all points in between. Ideally, attendance at this session is appropriate for both HR professionals and Managers given the close working relationship that these two groups have in the Arbitration process.

### **Surveillance and Monitoring in the Workplace**

Wednesday, September 23, 2009, 12:00 pm

Duration: 1 hour 30 minutes

Presented by Kenda Murphy and Pat Saulnier

This webinar will cover such topics as the use of security cameras in public areas, use of hidden cameras, admissibility of video evidence in disciplinary matters, and monitoring of e-mail and internet in the workplace. Discussion will include privacy legislation and arbitral jurisprudence on privacy in the workplace.

### **Insubordination - Understanding Insubordination and Dealing with the Insubordinate Employee**

Wednesday, October 14, 2009, 12:00 pm

Duration: 1 hour 30 minutes

Presented by John Poirier and Gary Rankin

This session will consider the issue of employee insubordination including the refusal by an employee to work or to follow employer instructions, policies or practices. The longstanding "work first and grieve later" principle will be reviewed together with the statutory limitations of the principle. Disciplinary sanctions arbitrators consider appropriate for different types of insubordination as well as circumstances considered as mitigating factors will be discussed. Recent cases from Nova Scotia and other jurisdictions will be reviewed to help arrive at appropriate management responses to employee insubordination in today's workplace.

### **Last Chance Agreements - The Good, The Bad and The Unenforceable**

Tuesday, November 10, 2009, 12:00 pm

Duration: 1 hour 30 minutes

Presented by Janet McIntosh and Shannon Webb

This session will include an overview of best practices of adopting and implementing last chance agreements. Topics covered include: What are the differences between last chance agreements and final warnings? What are the advantages and disadvantages of last chance agreements? When are last chance agreements best utilized, and enforcing last chance agreements.

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*Partnering for a Better Health System*

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### *Fees:*

The NSAHO Labour Relations' Group is sponsoring the presentation on "The Employer's Role in Arbitration/Dispute Resolution". This session is being offered at no cost to members of NSAHO's Labour Relations' Service and at no cost to non-members who register for another fall 2009 session.

The cost of unsponsored web seminars is \$300 for members and \$375 for non-members. Employers who register for all 4 fall sessions in advance will receive a 30% discount.

The web seminar involves a connection to the internet to view the presentation and a toll free conference call line to hear the presentation and to participate in a live Q&A session. All participants will receive a copy of the presentation in advance of the conference session. The registration fee includes one conference call line and an internet connection. An unlimited number of persons can attend per conference line for the same fee. Employers with more than one site can add additional conference call lines for an additional fee of 8 cents per minute, per additional conference call connection. Extra internet connection lines are available at no additional cost. This means that no one has to leave their office to participate.

A link to the recorded sessions is available following the session at a cost of \$65 for participants and \$175 for non-participants.

### *Inquiries:*

If you have any questions or comments please contact Heather Shields, HR Consultant, at (902) 832-8530 or [heather.shields@nsaho.ns.ca](mailto:heather.shields@nsaho.ns.ca)

As always the sessions are recognized by the HRANS as credit toward maintaining the CHRP designation.

### *To register:*

To register and for more information please go to:

**[nsaho.webex.com](http://nsaho.webex.com)** (no www)