



**HEALTH
ASSOCIATION
NOVA SCOTIA**

EXPERTISE. SERVICES. SUPPORT.

Labour Relations Conference 2017

November 2, 2017 - 9:00am-4:00pm

Best Western, 15 Spectacle Lake Drive, Burnside, Dartmouth, NS

Please join us for the Association's 2017 Annual Labour Relations Conference.

Our Labour Relations and Compensation Analysis Team has developed an engaging session that focuses on labour relations topics that are challenging employers in the workplace.

Topics covered:

- **HOT TOPICS AND NEWS FLASHES** – A cautionary tale about calling employees who are off on sick leave; how arbitrators impose conditions on “discretionary” leaves; what happens when (former) employees breach settlement agreements; understanding the union’s duty of fair representation; and a Compensation Analysis update on management job families.
- **ACCOMMODATION - WHAT'S NEW?** – Recent cases and practical tips for employers in considering and meeting the duty to accommodate.
- **MY EMPLOYEE, THE CRIMINAL** – Dealing with investigations, charges, conviction and incarcerations of employees and implications for employers.
- **WHAT SUBSTANCE ABUSE LOOKS LIKE IN THE WORKPLACE** – special guest speaker – Nadine Wentzell.
- **DRUGS IN THE WORKPLACE** – Impending developments and recent cases on drug use in the workplace and implications for employers.

Our Guest Speaker NADINE WENTZELL

Nadine Wentzell is a Workplace Drug and Alcohol Consultant with over 25 years' experience addressing the health and safety risks of substance abuse in the workplace. She is a pharmacist, consultant, educator, facilitator, speaker, and author.

Nadine has worked as a Narcotic Inspector with Health Canada, taught in the Drug Investigative Techniques (DIT) course at the Canadian Police College in Ottawa, has instructed and worked with various regulatory and enforcement bodies and has conducted investigations at every level across the country. She is a frequent speaker at provincial and national safety conferences, and is integrally involved and has provided Accredited Continuing Education programs to medicine, dentistry, pharmacy and nursing health care practitioners.

Nadine was recently invited to speak as a panelist representing Canada at the US Drug and Alcohol Testing Industry Association annual conference and shared the stage with representatives from Chile, Brazil, Spain, United Kingdom, Australia and New Zealand. She is the Pharmacy Association of Nova Scotia's spokesperson for all things substance abuse related and is a frequently interviewed guest and contributor to numerous media services.

Nadine has expertise in policy development, supervisor training, employee education, and auditing for compliance and effectiveness. These programs are customized and specific to each client, based on work environments and safety risks. She works with small, medium and large unionized and non-unionized companies across the country and internationally.

Nadine's focus is on fostering culture change to achieve the ultimate goal of safe workplaces and healthy people.

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Cost:

Members of Health Association Nova Scotia
Non-Members

\$125.00/person plus HST
\$165.00/person plus HST

*Please ensure that your payment includes the HST

To Register:

Please fax this registration form to the attention of Cynthia Rushton at Fax: (902) 832-8504. If you have further questions about the conference, please contact Cynthia at (902) 832-8500 ext. 238 or cynthia.rushton@healthassociation.ns.ca.

*Registration deadline is October 26, 2017.

Registration Form:

Name:	
Email: (*THIS IS REQUIRED)	
Member: <input type="checkbox"/> Non-Member: <input type="checkbox"/>	
Title:	
Organization:	
Address:	
Phone:	Fax:
Please make cheques payable to Health Association Nova Scotia (please ensure that your payment includes the HST) and send with a copy of your faxed registration form to Health Association Nova Scotia, Labour Relations Department, 2 Dartmouth Rd., Bedford, NS B4A 2K7.	

*Conference materials will be delivered by email.

Register Early! Space is limited.

