

NEWFOUNDLAND & LABRADOR CONTINUING LEGAL EDUCATION

P.O. Box 1028, St. John's, Newfoundland & Labrador, A1C 5M3

Tel: 722-4740, Fax: 722-8902, e-mail: cle@lawsociety.nf.ca

Issues in Employment and Labour Law

Thursday, November 21, 2013 from 9:00 am – 1:00 pm

**3rd Floor, Law Society Building
196-198 Water Street, St. John's, NL**

Who Should Attend: Lawyers who practice in the employment or labour law areas or advise employers or employees on employment, labour or workplace issues.

When: Thursday, November 21, 2013 from 9:00 am – 1:00 pm. Registration from 8:45 am, seminar begins at 9:00 am.

Where: 3rd Floor, Law Society Building, 196-198 Water Street, St. John's.

The seminar will include the following presentations:

1. The Evaluation of Just Cause – A Presentation by Mr. Howard Levitt, Toronto, ON.

Just cause is multifaceted, contextual and will continue to evolve with human ingenuity and the sophistication of the workplace environment. The overt and textbook cases of theft, fraud or working for a competitor have been augmented by misconduct involving some form of deception, self-dealing, using one's position with the company to advance oneself at the employer's expense and breach of fiduciary duty in establishing just cause.

The expansion of the concept has led employers to reexamine the costs associated with terminating an employee for just cause and proceeding with the possibility of litigation. If an employer has been truly betrayed, and the employee acted contrary to their employer's legitimate expectations, the misconduct may well be viewed by a court as just cause even if it does not fall within the traditional categories.

In this seminar, Mr. Howard Levitt, author of *The Law of Dismissal in Canada* and one of the leading experts in Canadian employment law will address the concept of just cause in the modern employment context.

2. Panel Discussion on Employment and Labour Law Issues

There will be a panel discussion among experienced Newfoundland and Labrador practitioners who will consider and discuss a variety of legal issues in the employment, labour and workplace context.

Presenters:

V. Randell J. Earle, QC
O’Dea Earle

Darren C. Stratton
McInnes Cooper

Dana K. Lenehan, QC
Martin Whalen Hennebury Stamp

Michelle A. Willette
Cox & Palmer

Harold M. Smith, QC
Stewart McKelvey

(N.B. For members of the Bar unfamiliar with Mr. Howard Levitt below is a biographical abstract.)

Howard Levitt

Mr. Howard Levitt is one of Canada's best known and most cited authorities on employment law. Mr. Levitt writes a weekly column in the National Post and is the author of Canada's leading dismissal text book, *The Law of Dismissal in Canada*, as well as three other texts in the area. He is Editor-In-Chief of the national law report, *The Dismissal and Employment Law Digest*, which covers every dismissal and employment law case across Canada. His text *The Law of Dismissal in Canada* and the accompanying law report is cited in more decisions across Canada than any other text, and is used by practitioners, law schools and judges throughout the country. Mr. Levitt is on the Law Times Editorial Board and has appeared as counsel at all levels of courts across Canada, including various Courts of Appeal, and the Supreme Court of Canada. He regularly chairs workplace law conferences across Canada on various employment law issues.

Four ways to Register - Registration deadline is Wednesday, November 20, 2013

By Mail:

NL Continuing Legal Education
P.O. Box 1028
St. John's, NL A1C 5M3

By Fax or Telephone

(709) 722-8902 Fax
(709) 758-0817 Tel

By E-mail:

cle@lawsociety.nf.ca

**Please note that payment must precede attendance.
Cancellations cannot be accepted after November 20, 2013**

Registration Form

Please register me for the ***“Employment and Labour Law” Seminar*** scheduled for **Thursday, November 21, 2013** at 9:00 am – 1:00 pm at the Law Society Building, 3rd Floor, 196-198 Water Street.

Name: _____

Firm and Telephone: _____

Early Registration Discount: If you register by 5:00 pm on Friday, November 15, 2013
\$ 101.77 + 13.23 (HST) = \$ 115.00

Registration Fee: If you register after Friday, November 15, 2013
\$ 132.74 + 17.26 (HST) = \$ 150.00

(Registration Fee includes seminar, materials and refreshments) HST # R108086463

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