

Canadian Professional Management Services

Introduction to Labour and Employment Law

Winnipeg - November 25, 2016

As a supervisor or manager, there are several laws that govern your fundamental obligations to your employer and your employees, and by law you must know these with precision. Ignorance will not protect you from your duties or the impending fines if you are found negligent.

This program will highlight your key responsibilities under the Employment Standards Act, the Occupational Health & Safety Act, the Human Rights Code, and the various labour codes. Not only will you learn about your obligations, but did you know that these laws also protect you? Gain the knowledge about these laws so that you can prevent unnecessary liabilities while expanding your management rights.

Program Content

Understanding the Employment Standards Act and your obligations
The Human Rights Code – do you comply?
What are the employer's rights and obligations in the Occupational Health and Safety Act?
Using 'variances' to help you manage
The prohibitive grounds of discrimination
Privacy versus anonymity in a sexual harassment complaint investigation
Managing workplace refusals
Who does the labour legislation apply to?
The Employment Contract
What function does the Employment Standards Tribunal provide?

Who Should Attend?

Managers and supervisors
Human resources and Labour relations specialists
Directors and board members
Administrators
Members of the negotiations team
Future managers, supervisors and those in leadership positions

General Program Information

Program materials will be provided
Certificates will be presented upon completion of the program
