

In-Person Training in Timmins

Human Rights Sensitivity Training:

February 14th, or 21st, or 28th

Progressive Discipline in the Workplace

Training:

February 15th, or 22nd, or March 1st

Canada Labour Code Training:

February 16th, or 23rd, or March 2nd

Bill C-65 Training for Upper Management

(Prevention of Harassment & Workplace
Violence Training)

Two days Training:

March 8th & 9th or March 14th & 15th

Training Cost

\$1,350 + HST per training
\$450 + HST for any additional
registrant

WHAT WILL YOU LEARN?

Human Rights Sensitivity

- Applies to both Federal and Provincial Employers;
- How you can run afoul of the Human Rights Code or The Canadian Human Rights Act often without realizing it;
- Things to keep in mind before disciplining or terminating an employee;

Progressive Discipline

- Applies to both Federal and Provincial Employers;
- The problem with ignoring or only providing verbal warnings for for inappropriate behaviours;
- How to properly apply progressive discipline;
- The importance that the employee understands their employment is at risk;
- For Federal Employers, where the employee has worked for more than 12 months, it is one of the main action an Employer can take to be able to support a termination for cause

Canada Labour Code (Federal Workplaces)

- Parts of the CLC, particularly Part II and III;
- Minimum standards under the CLC including overtime provisions, vacation pay, hours of work, wages, etc.
- Requirements under the CLC for leaves of absence
- Termination of employees after 12 months must be **only for just cause** normally established by applying progressive discipline to correct the inappropriate behaviour

Bill C-65 Training for Upper Management

- Imposes three main obligations on all Federal Employers;
1) training, 2) workplace risk assessment; and 3) new policy based on the result of workplace assessment
- What is the difference between workplace harassment & violence under;
 - The Canada Labour Code before Bill C-65 came into force on January 1st, 2021; and
 - The Canada Labour Code after Bill C-65 has come into effect.
- Practical approach – An Employer's Practical Guide as to how to deal with Harassment and Violence complaints and the time frame within which to act;

REGISTER NOW!

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