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INSTITUTE OF PROFESSIONAL CERTIFICATIONS

CANADA HR EMPLOYMENT AND LABOUR LAW

**Fully Accredited
By:**

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PROGRAM OVERVIEW



Canada's HR Employment and Labour Laws are intricate, **encompassing more than 50 distinct pieces of legislation at both the federal and provincial levels**. In addition, Canada's employment legislation sets out **harsh monetary penalties, fines, prosecution, and even imprisonment for non-compliance**. In Ontario for example, maximum fines under the Employment Standards Act were recently doubled to \$500,000 for individuals and \$1,500,000 for corporations. The magnitude of consequences compels vigilant compliance for HR Leaders.

Designed for HR leaders and legal professionals, this certified program delves deeply into both **federal and provincial/territorial employment laws that govern the workplace**. Participants will gain an extensive understanding of key legislative frameworks including the **provincial Employment Standards Acts, the Canada Labour Code, Pay Equity Act, Canadian Human Rights Act and Employment Insurance Act**. This program will also cover key provincial and territorial legislations including the extensive **Occupational Health and Safety regulations, workplace safety and insurance** legislations as well as employment/labour standards.

Additionally, you will gain insights into crucial topics like **commencing and ending employment relationships, privacy in the workplace, and pay equity**, which underscores the importance of each phase of employment, from hiring to termination. Special focus is given to the legal considerations **surrounding privacy, workplace violence, and the intricacies of employment insurance and labour dispute resolution**. You will also learn effective strategies for addressing issues arising from **employment disputes** and effective dispute resolution mechanisms.

By the end of the program, you will have a complete understanding of the critical legalities involved in managing a workforce in Canada, equipped with the knowledge to navigate the complex landscape of employment law confidently.

Upon successful completion of the program, you will earn a **Certification in Canada HR Employment and Labour Law**. This certification holds lifelong validity and not only enhances your professional credentials but also demonstrates your expertise in navigating the intricacies of Canada's Employment Law ensuring compliance.

ACCREDITATIONS



4.8



4.6



KEY SKILLS YOU WILL GAIN

From This Program



**CANADA LABOUR CODE
CANADA LABOUR AND EMPLOYMENT LAW
PROVINCIAL EMPLOYMENT/LABOUR STANDARDS
HUMAN RIGHTS LEGISLATION**

**EMPLOYMENT STANDARDS ACT
CANADIAN HUMAN RIGHTS ACT
MINIMUM WAGE REGULATIONS
HEALTH AND SAFETY LAWS**

**OCCUPATIONAL HEALTH AND SAFETY (OHS)
WORKPLACE VIOLENCE AND HARASSMENT
EMPLOYMENT CONTRACTS
COMMON LAW AND STATUTORY RIGHTS**

**NON-SOLICITATION CLAUSES
PERSONAL INFORMATION PROTECTION AND
ELECTRONIC DOCUMENTS ACT (PIPEDA)
PAY EQUITY
PENSION BENEFITS STANDARDS ACT
INCLUSIVE WORK ENVIRONMENT**

**EMPLOYMENT INSURANCE ACT (EI)
FLEXIBLE WORK ARRANGEMENTS**

YOUR FACULTY DIRECTOR



Sasha Segal

Assistant General Counsel, Labour and Employment

Sasha Segal is a distinguished labour and employment law expert, adeptly guiding employers through the complexities of provincial and federal jurisdictions. As the **Assistant General Counsel, Labour and Employment at Bruce Power**, she leverages her extensive experience in unionized and non-unionized workplaces to provide strategic counsel. Previously at Miller Thomson LLP, Sasha advised HR leaders on a **comprehensive range of matters, including discipline, dismissals, collective bargaining, human rights, workplace safety, employment standards, privacy, and labour grievances**.

Known for her practical, timely, and solution-driven approach, Sasha tailors her advice to clients' specific needs, empowering them to navigate the intricate legal landscape confidently. She has assisted numerous startups and organizations new to the Canadian market in understanding and adhering to labour and employment law obligations. Sasha **has represented employers before adjudicative bodies like the Ontario Labour Relations Board, Human Rights Tribunal, labour arbitrators, and Superior Court, demonstrating her litigation proficiency and deep grasp of legal principles**.

OUR PARTICIPANTS

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PROGRAM AGENDA

MODULE 1 - INTRODUCTION TO CANADIAN EMPLOYMENT AND LABOUR LAW

- Lesson 1 - Division of power
- Lesson 2 - Federal versus provincial jurisdiction
- Lesson 3 - Common law

MODULE 2 - KEY FEDERAL LEGISLATION

- Lesson 1 - Canada Labour Code
- Lesson 2 - Human Rights Act
- Lesson 3 - Pay Equity Act
- Lesson 4 - Employment Insurance Act

MODULE 3 - KEY PROVINCIAL/TERRITORIAL LEGISLATION

- Lesson 1 - Employment/labour standards
- Lesson 2 - Occupational health and safety
- Lesson 3 - Workplace safety and insurance
- Lesson 4 - Human rights
- Lesson 5 - Accessibility
- Lesson 6 - Pay equity

MODULE 4 - REVIEW OF EMPLOYMENT STANDARDS

- Lesson 1 - Wages/compensation
- Lesson 2 - Vacation and holidays
- Lesson 3 - Hours of work and overtime
- Lesson 4 - Leaves of absence
- Lesson 5 - Termination/Severance
- Lesson 6 - Enforcement mechanisms

MODULE 5 - REVIEW OF LABOUR STANDARDS

- Lesson 1 - Union certification process
- Lesson 2 - Collective agreement negotiation/bargaining
- Lesson 3 - Unfair labour practices
- Lesson 4 - Labour action (i.e., strikes, lock-outs)
- Lesson 5 - Effect of collective agreement
- Lesson 6 - Principles of labour arbitration



PROGRAM AGENDA

MODULE 6 - HUMAN RIGHTS

- Lesson 1 - Prohibited grounds and areas of discrimination
- Lesson 2 - Accommodation and undue hardship
- Lesson 3 - Enforcement mechanisms
- Lesson 4 - Special topic: Drug and alcohol testing in Canada

MODULE 7 - COMMENCING THE EMPLOYMENT RELATIONSHIP

- Lesson 1 - Hiring practices (Job postings, interviews, background checks)
- Lesson 2 - Employment agreements/contracts
- Lesson 3 - Terms of employment

MODULE 8 - ENDING THE EMPLOYMENT RELATIONSHIP

- Lesson 1 - Grounds for termination
- Lesson 2 - Termination/severance requirements
- Lesson 3 - Common law and human rights considerations
- Lesson 4 - Special topic: Constructive dismissal

MODULE 9 - PRIVACY

- Lesson 1 - Legislative requirements
- Lesson 2 - Applicable principles
- Lesson 3 - Privacy considerations in the employment relationship

MODULE 10 - PAY EQUITY

- Lesson 1 - Governing legislation
- Lesson 2 - Key principles
- Lesson 3 - Achieving pay equity

MODULE 11 - OCCUPATIONAL HEALTH AND SAFETY

- Lesson 1 - Governing legislation
- Lesson 2 - Employer and employee obligations
- Lesson 3 - Enforcement mechanisms

MODULE 12 - WORKPLACE VIOLENCE AND HARASSMENT

- Lesson 1 - Legislative prohibitions
- Lesson 2 - Applicable definitions
- Lesson 3 - Workplace investigations



PROGRAM AGENDA

MODULE 13 - WORKPLACE SAFETY AND INSURANCE

- Lesson 1 - Legislative insurance scheme
- Lesson 2 - Governing principles
- Lesson 3 - Determining work-relatedness
- Lesson 4 - Penalties and enforcement mechanisms

MODULE 14 - EMPLOYMENT INSURANCE

- Lesson 1 - Employment Insurance Act
- Lesson 2 - Types of benefits
- Lesson 3 - Record of employment

MODULE 15 - EMPLOYMENT/LABOUR LITIGATION AND DISPUTE RESOLUTION

- Lesson 1 - Options for litigation
- Lesson 2 - Settlement considerations

YOUR CHARTER DESIGNATION



Chartered Institute of Professional Certification's programs are unique as they provide you with professional charter designation and mark that can be used across your lifetime once you have completed our programs.

Upon successful completion of this program, you will be awarded the prestigious **Certification in Canada HR Employment and Labour Law** which can be used in your resume, CV, and other professional credentials. With lifelong validity and global recognition, this designation will set you apart from your peers, demonstrating your expertise in Canada HR Employment and Labour Law ensuring workplace compliance. This program is developed by Chartered Institute of Professional Certifications and the content of this program has been certified by CPD Certification Service as conforming to continuing professional principles.

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CONTACT US TODAY

We Thank You for Your Ongoing Support
of Our Programs

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