
mccarthy
tétrault

Alberta Labour & Employment Conference

Year in Review



Agenda

- Drugs and Alcohol
- Human Rights
- Employment
- Privacy
- Occupational Health and Safety

Drugs and Alcohol

- *Irving Pulp & Paper v CEP, Local 30*, 2013 SCC

Human Rights

- Expedited investigation available
 - Frivolous claims
 - AHRA, s 22



Human Rights

→ *Johnstone v Canada*, 2013 FC



Human Rights

- *Cowling v Her Majesty the Queen in Right of Alberta*, 2012 AHRC



Employment

Dismissal and release

→ *Kish v LDM Yorkton Corp.*, 2013 CLA

Employment

Dismissal

→ *Clarke v Syncrude Canada Ltd.*, 2013 ABQB



Employment

Independent contractor v employee

- *1392644 Ontario Inc. (Connor Homes) v Canada (National Revenue)*, 2013 FCA

Employment

Restrictive covenant and fiduciary duty

→ *Evans v The Sports Corporation*, 2013 ABCA

Employment

Restrictive covenant

→ *Payette v Guay Inc.*, 2013 SCC

Employment

Discipline

- *Telus Communications Inc and TWU, Re,*
2013 ABQB



Employment

Management rights

- *Ottawa Hospital v CUPE, Local 4000*, 2013
ONLA



Employment

Overtime class action

→ *Rosen v BMO Nesbitt Burns Inc.*, 2013 ONSC



Privacy

→ *R v Cole*, 2012 SCC



Occupational Health and Safety

- *R v Metron Construction Corporation*, 2013
ONCA



Occupational Health and Safety

→ *R v XI Technologies Inc.*, 2013 ABCA



The End

→ Questions?