

2025 Annual Conference Program

Thursday, September 18, 2025

10:00 am – 5:00 pm **Conference Registration** – *Wayne Gretzky Foyer*

10:30 am – 12:30 pm **Board of Directors Meeting** – *Hamilton/Lowe/Fuhr Room*

12:45 pm – 1:00 pm **Welcome** – *Wayne Gretzky BC*

Kecia Podetz, Emond Harnden LLP
Chris Lane, K.C., McLennan Ross LLP
Monica Bokenfohr, Neuman Thompson
Martin Thompson, McMillan LLP

1:00 pm – 2:05 pm **Behind Closed Screens: Complex Forms of Harassment and the Politicization of the Workplace** – *Wayne Gretzky BC*

This panel will explore how to navigate novel forms of workplace harassment and review the issues of freedom of speech and increased political discourse in the workplace.

2:05 pm – 3:10 pm **Lived Experience from Post-Incident OHS Investigations: The [Do's and Don'ts] in Managing Statutorily Prescribed and/or Privileged Investigations–**
Wayne Gretzky BC

In the immediate aftermath of serious workplace incidents, employer-counsel are well positioned to manage workplace investigations. The type of investigation, whether required by legislation or performed under legal privilege ought to be decided upon and strategically navigated from beginning to end. This panel of seasoned health and safety counsel will discuss how best set-up and manage both types of post-incident investigations and provide their invaluable lessons learned.

3:10 pm – 3:30 pm **Break / Pause** – *WG A & 3rd Floor Foyer*

3:30 pm – 4:30 pm **Arbitration in Focus: Managing Recent Trends in Grievance Adjudication–**
Wayne Gretzky BC

This panel will discuss emerging trends in labour arbitrations, including the rise of pre-hearing procedural, production and evidentiary issues, as well as the increased formality of the proceeding. The session will also offer pragmatic advice and takeaways to address the current landscape.

4:30 pm – 5:00 pm **Annual General Meeting (all members welcome)** – *Wayne Gretzky BC*

5:00 pm – 5:30 pm **Corporate Counsel Only - Private Networking Reception** – *Wayne Gretzky A*

5:00 pm – 6:15 pm **"Meet & Greet" Reception - All Welcome – refreshments & canapes** – *Wayne Gretzky Foyer & Jari Kurri Ballroom*

6:15 pm **Dinner on Your Own** (we suggest you make reservations in advance - we have a restaurant suggestion guide on our website from Tourism Edmonton under "Things to Do in Edmonton")

8:30 pm

After Dinner Get-together at Campio Brewing Co. (Come join us for some refreshments and snacks at 10257 -105 St.)

Friday, September 19, 2025

7:30 am – 8:30 am

Continental Breakfast and Registration – *Wayne Gretzky A & Foyer*

8:30 am – 9:35 am

The Debaters – External Workplace Investigations: An Indispensable Safeguard or an Unnecessary Burden? – *Wayne Gretzky BC*

In the style of The Debaters, our panelists will engage in a moderated debate respecting the pros and cons of external investigations, which have become a ubiquitous tool in workplace management. Are external investigations an essential safeguard or an unnecessary burden? Many insist that investigations ensure legislative compliance, maintain neutrality, professionally resolve conflicts, and foster trust and accountability. Others argue they are inefficient, lack sufficient institutional knowledge, erode internal accountability, and have little value in arbitration and other processes. Our debaters will summon all their powers of persuasion and you, the audience, will decide.

9:35 am – 10:10 am

Views From the Inside: A Multi-Industry Corporate Counsel Perspective– *Wayne Gretzky BC*

This session will provide a frank discussion and synopsis on key trends and challenges faced by corporate counsel across different industries.

10:10 am – 10:55 am

Cross-Canada Labour Law Panel – Part 1 – *Wayne Gretzky BC*

The cross-country labour law update session continues to be a staple of CACE conferences. A dynamic panel discussion by our panelists on emerging trends, key case studies, and best practices in navigating labour issues in 2025 and beyond. The panel will provide you with insight on strategies and practical labour law takeaways.

10:55 am – 11:15 am

Break – *Wayne Gretzky Foyer*

11:15 pm – 12:05 pm

Cross-Canada Labour Law Panel – Part 2 – *Wayne Gretzky BC*

12:05 pm – 1:30 pm

Lunch - *Wayne Gretzky A & Jari Kurri Ballroom*

1:30 pm – 2:40 pm

Breakout Session 1 – Complex Workplace Accommodation - *Wayne Gretzky BC*

This case study and interactive session led by leading practitioners will explore a challenging workplace accommodation scenario and provide practical tips and takeaways on the balancing of employee needs and the employer's responsibilities and obligations.

Breakout Session 2 – An Update on Criminal Negligence Cases and the Impact of Ongoing Concurrent Investigations - *Wayne Gretzky A*

This interactive OHS session led by leading practitioners will review the status of criminal negligence cases and provide practical tips on how best to manage incidents/

prosecutions where there is an ongoing criminal investigation and/or risk of criminal prosecution.

Breakout Session 3 – From Stolen to Settled: Getting the Employee Data Theft Matter Before the Court – Jari Kurri Ballroom

This case study and interactive session led by leading practitioners will explore strategic considerations on how to approach a data theft / confidentiality breach matter and provide practical tips on how to prepare accordingly for Court while protecting your client's interests and managing their expectations.

2:40 pm – 3:00 pm **Break / Pause** – Wayne Gretzky Foyer

3:00 pm – 3:25 pm **CACE Advocacy Committee Update** – Wayne Gretzky BC

Back by popular demand! This session will discuss current active CACE matters and provide an opportunity for members to share their views on future involvement and intervenor requests.

3:25 pm – 4:30 pm **Business-Critical Employment Issues on Corporate Transactions: Perspectives from a Seller and Purchaser** – Wayne Gretzky BC

This session will review key topics – aside from core reps and warranties – that employment lawyers must be aware of and are asked to advise on in the context of corporate transactions, including change of control provisions, key employee and executive transitions, earnout-related provisions and definitions, and transactional restrictive covenants. The session will offer differing perspectives from the seller and purchaser side of a transaction, and why such topics are critical for employment practitioners to understand for the purposes of risk mitigation and potential litigation.

6:15 pm – 6:30 pm **Busses Leave to Convention Centre** – Front of Hotel

6:30 pm - 7:30 pm **Reception / Réception** – Edmonton Convention Centre, Hall D

7:30 pm **Dinner** – Edmonton Convention Centre, Hall D

8:45 pm - 9:00 pm **Busses Leave Back to Hotel** (for those that don't want to stay for Band & Dancing) - Front of Convention Centre

9:00 pm – 11:20 pm **Live Band & Dancing (Cash bar)** – Edmonton Convention Centre, Hall D

11:20 – 11:30 pm **Busses Leave back to Hotel** – Front of Convention Centre

Saturday, September 20, 2025

8:00 am – 8:50 am **Breakfast** – Wayne Gretzky A & Jari Kurri Ballroom

8:50 am – 9:50 am **Quick Hits!** – Wayne Gretzky BC

Back again this year! This dynamic session will cover a series of hot topics across the areas of labour, employment and privacy law by reviewing collective bargaining trends, navigating tricky and high-stakes employment situations, and issues arising from employee monitoring.

9:50 am – 10:35 am **Cross-Canada Employment Law Panel – Part 1** – *Wayne Gretzky BC*

Another staple of our conference. Panelists on this interactive panel will discuss trending/pressing employment law issues from across the country. The panel will also provide strategic input and practical takeaways.

10:35 am – 10:55 am **Break / Pause** – *Wayne Gretzky Foyer*

10:55 am – 11:40 am **Cross-Canada Employment Law Panel – Part 2** – *Wayne Gretzky BC*

11:40 am – 12:40 pm **Different Minds: The Challenges and Opportunities of Neurodiversity in the Workplace** – *Wayne Gretzky BC*

This panel will explore the challenges and opportunities associated with neurodiversity in the workforce as well as provide practical tips and expert advice on workplace accommodation and management strategies.

12:40 pm **Closing Remarks** – *Wayne Gretzky BC*