



Professional Development Breakfast Meeting Tuesday, October 13th, 2009



Topic: Pandemic Outbreaks: Legal Implications for the Workplace

Presenter: Cheryl A. Edwards, Partner, Heenan Blaikie LLP. Cheryl is a former Ontario OH&S Prosecutor and leads Heenan Blaikie's national OHS & Workers' Compensation practice group.

Recent announcements respecting the influenza A (H1N1) pandemic have introduced significant debate about how to control the spread of the virus and protect health and safety in the workplace. This fall, the H1N1 pandemic is expected to cause illness for countless persons inside and outside of the workplace, and create potentially unprecedented workplace disruption. Employers must consider a number of facets of pandemic preparedness, taking into account key questions that are expected to arise, and numerous legal obligations. This session will introduce and answer key questions including:

- Can employees require tests of employees who exhibit flu-like symptoms? Can employers conduct random testing of employees for infectious disease during a pandemic?
- Can employers require mandatory vaccinations or provide proof of immunization when there is a workplace outbreak or community outbreak?
- Can an employer require an employee who has been exposed to a highly infected area or infected family member to remain off work to prevent the potential spread of a virus? If so, are workers entitled to leaves of absence, paid time off, benefits under the WSIA?
- Can contracting H1N1 flu or another pandemic illness be considered a "disability" under human rights legislation? Do employers have a duty to accommodate employees who have been exposed to a virus?
- What occupational health and safety obligations and rights apply? May employees refuse to work if they feel there is a risk of exposure and in what circumstances? Are employees entitled to reprisal protection? What general OH&S provisions must the employer comply with?
- What generally accepted pandemic preparedness strategies should employers have in place?

Agenda
7:00 – 7:30 **Networking**
7:30 – 8:00 **Breakfast**
8:00 – 9:00 **Chapter Announcements and Speaker's Presentation**
9:00 – 9:30 **Networking**

Location **Days Hotel & Conference Centre**
1677 Wilson Avenue Toronto, ON

Chair Dylan Short	1st Vice Chair Laurence Polley C&R Eng. Solutions	2nd Vice Chair Lisa Tkaczuk Johnson Diversey	Secretary Sue Mogg see e-mail in notice	Treasurer Jack Lobban Henkel Canada
(416) 843 7167	(905) 452-0340	(905) 829-7128		(905) 814-6511

Admission	Members	Guests
	\$25.00 - pre-registration	\$35.00 - pre-registration
	\$30.00 - at the door	\$40.00 - at the door

Note – Pre-registration rates are available until September 1st, 2009

Email: susanmogg@rogers.com

Breakfast Meeting Activities

Display Tables: Display tables will be available at each meeting for members or guests to put-on-view handout materials regarding a safety service, product or event, etc.

Golf Shirts: **You too can look good in blue!** Toronto Chapter golf shirts are available for purchase at each meeting. Sizes - Small to XXL, \$35.00

Guest Draws: At each breakfast meeting, a draw will be held from all attending guests for a fabulous prize. Bring your business cards for the draw and distribution to fellow members and guests.

2009/ 2010 Future Meetings (proposed) – 2nd Tuesday of the Month

Nov. 10th Young Worker Awareness Initiatives - Lynne Kulin - OPG

A full day Electrical Safety Course is being planned for the third week of November

Dec. 8th CSA Standards Update - An overview of what's coming in 2010 – David Shanahan - CSA

Jan. 12, 2010 Preparing for NAOSH Week - Dellee Bradbrooke

Feb. 9 Education Day – “Things That Go Boom and How to Prevent This From Happening”

Mar. 9 Workplace Violence – Legislative and Company Requirements – Glenn French

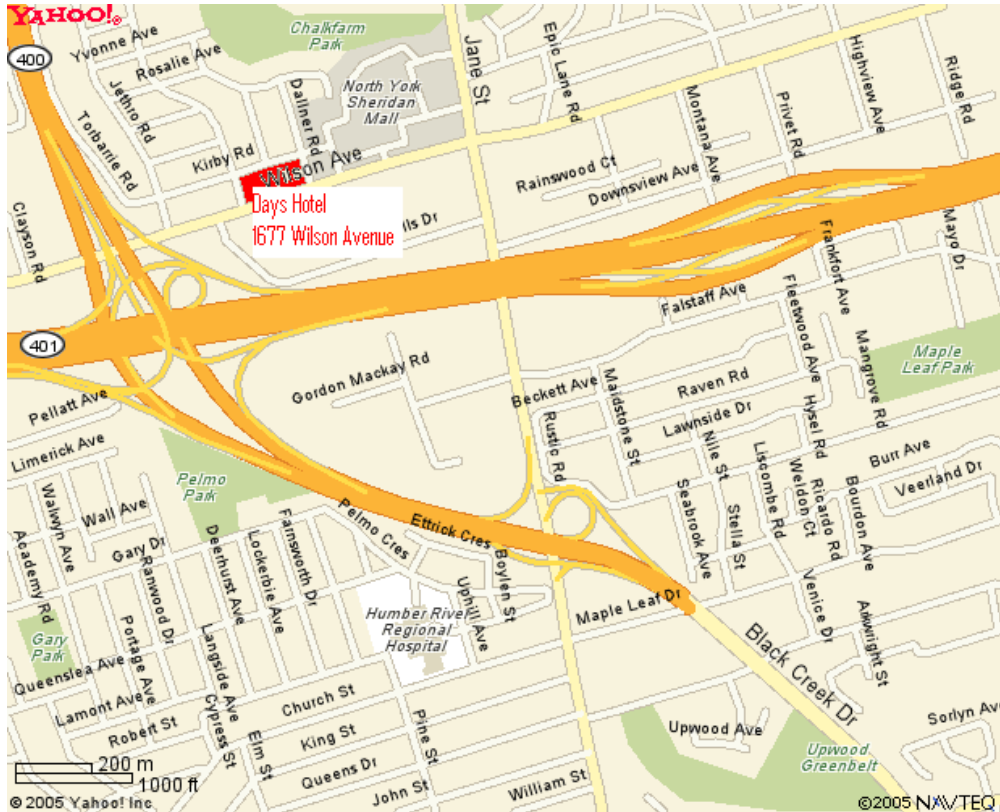
Apr. 13 Managing Your Fleet Safety Program – Dylan Short

May 11 Developing an Ergonomics Plan – CSA Standard Update - Theresa Frechette

June 8 Fall Protection Problems and How to Address Them - TBD

July and August – No meetings scheduled

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PERMIT FOR PARKING

CSSE Breakfast Meeting
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