

Better Business Practices Series

Employment Contracts Fundamentals - Drafting Enforceable Employment Contracts

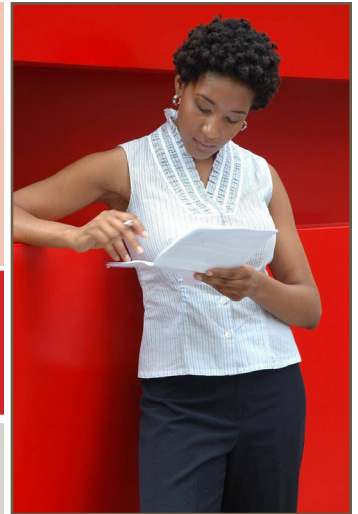
Over the last several years there have been many changes in the child care industry that may have affected the validity and enforceability of your employment agreements. Have you or are you about to change staffing hours, staff assignments, or lay staff off? Do the provisions regarding termination outlined in your current employment contracts limit your organization's liability? Your organization may be vulnerable if your employment contracts or letters of employment are not consistent or up to date. Executive Directors/Supervisors need to critically assess their organization's employment policies and practices to ensure that these documents adequately address the ongoing needs of the organization while limiting its liability. This workshop will provide you with the legal advice and tools you need to create employment contracts and practices that will assist you in managing your employees while minimizing the potential liability and risks to your Organization. This half day seminar is about investing in your Human Resource practices to ensure that your employment contracts are working for your organization and not against it. In addition to providing you with a template employment contract you will have the opportunity to have your employment questions answered by Asha Rampersad from Bernardi HR Law. Asha has worked in the child care sector for several years assisting organizations navigate the changing landscape in employment practices.

This half day interactive seminar will focus on:

- The advantages of using an indefinite term contract
- What every employment contract should contain including how to deal with termination of employment
- How to introduce a new contract to your staff
- How to manage the employee relationship from hiring to firing

Participants will receive the following:

- A template Indefinite Term Employment Contract
- A template Hiring Policy
- A template Termination Policy
- A template Status and Standing Policy (revised in 2016)



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Registration Information

Thursday May 3, 2018 • 9:00 am to 12:00 noon • ECCDC Conference Room, 3340 Schmon Parkway, Thorold • \$75 includes continental breakfast • Please note the cost of this seminar is far less than the average legal consultation fee • **To register**, please contact the ECCDC at 905.646.7311 extension 304, email eccdc@eccdc.org or visit www.eccdc.org

About the Facilitators

Terri Carr & Joy Lerman – TJ Solutions

Terri and Joy have worked together as consultants and facilitator/trainers working all over southern Ontario for more than fifteen years. They have extensive experience in providing training in the areas of Management, Human Resources, Organizational reviews, and Board Governance.

Terri and Joy's focus is on providing seminars and solutions in managing your Child Care/Family Resource Organizations. Their interactive workshops are creative and energetic combining practical and workable solutions that often include ready-to-use templates you can use in the workplace.

Asha Rampersad – Bernardi Human Resource Law LLP

Asha has represented major Crown Corporations, municipalities, and large private sector clients including Child Care Organizations on a broad range of labour and employment matters, including human rights litigation; grievance arbitrations; AODA and human rights compliance; and occupational health and safety issues.

Equipped with several years of teaching experience at the university level, and conducting numerous training sessions for human resource professionals and child care administrators. Asha has significant expertise in delivering training to both employers and employees on all facets of employment and labour law, including collective agreement interpretation.

Asha has worked with Joy and Terri in the Child Care sector for over seven years. Her main areas of practice include human rights litigation and accommodation issues, labour relations, and all facets of human resources law.

