On February 28, 2017, Sunny J. Khaira and Lianne Clarke will be presenting at our educational breakfast seminar.

**Medical Marijuana: Hashing Out Your Accommodation Obligations**

Accommodating medical marijuana requires balancing an employee’s rights under the *Human Rights Code* with an employer’s obligations under the *Occupational Health and Safety Act* to take every precaution reasonable in the circumstances for the protection of workers. These obligations are especially pronounced in workplaces that include safety sensitive positions. This session will provide employers with a practical checklist for managing the accommodation of medical marijuana in their workplaces.

**A Healthy Work Culture – The Link Between Employee Health, Engagement and Productivity**

Explore the link between employee health, engagement and productivity. Workplace wellness has evolved and has now become a key focus for many employers attempting to curb the growing benefits costs associated with chronic disease. But there remains a gap. In this session employers will gain an understanding of what it takes to truly create a culture of well-being and in turn make a positive impact on employee health, productivity and the bottom line.

**Date:** February 28, 2017 (Tuesday)

**Time:**
- 8:00 - 8:30 am - Registration and Breakfast
- 8:30 - 11:00 am - Seminar

**Location:** Deer Ridge Golf Club
200 Deer Ridge Drive
Kitchener

**Cost:**
- $50 - SWO Chapter Members
- $75 - Non-member/Guest
- $300 - Table of Six

**RSVP By:** February 21, 2017

**Registration:** Please visit the [Southwestern Ontario Chapter website](#) to register.

**Questions:** Carol Parsons, (519) 504-0763

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**SPEAKERS:**

**Sunny J. Khaira, Associate**
Hicks Morley, Toronto

As a labour and employment lawyer in Hicks Morley’s Toronto office, Sunny provides ongoing advice and representation to both federally and provincially regulated employers on a wide range of labour and employment issues including: employment standards, labour arbitration, labour board proceedings, human rights, health and safety, restrictive covenants, insolvency and restructuring and accessibility.

**Lianne Clarke, Senior Consultant**
The Williamson Group

With over 20 years of Group Benefits disability and wellness expertise, Lianne has educated employers on disability management best practices, workplace psychological health, wellness, and benefit plan designs. Focused on delivering healthy outcomes, she has helped employers identify their organizational health risks and implement strategic solutions that have helped reduce benefit costs and improve the overall health of their employees.

Lianne is an Excellence Canada - Certified Excellence Professional, recognized for implementing the Excellence, Innovation and Wellness standard when working with all of her clients. She was an advisory board member for the Acute Psychological Trauma (APT) research study and an active participant at the Conference Board’s Economic Roundtable for Mental Health.