



CMA Ontario/Midwestern Ontario District

REGISTRATION FORM

Dismissal of the Management Employee – This Can't Be Happening to Me

This is a great opportunity to learn about the legal issues surrounding the termination of an employee and in particular, what every management employee should know if faced with the situation.

This topic is especially relevant in today's economic climate where downsizing and restructuring have become commonplace. Issues covered will include, but not be limited to:

1. Constructive Dismissal Versus "Real" Dismissal.
2. Issue of Just Cause – What Must the Employer Prove?
3. Calculation of Damages – Notice Period
 - Remuneration
 - Bonuses and Stock Options
 - Other Perquisites
 - Search Expenses
4. Employment Contracts – Are They Good or Bad for the Employee?

About the Speaker

Terence J. Billo is a partner in the law firm of **Oldfield, Greaves, D'Agostino, Billo & Nowak** located in Waterloo, Ontario, and has extensive experience in a wide range of employment and labour law contexts where he has earned recognition for his expertise in a number of areas, including:

- Collective Bargaining and Collective Agreement Administration
- Construction Labour Relations
- Employment and Agency Contracts
- Employment Standards Act Proceedings
- Grievance Arbitration
- Human Rights Act Proceedings
- Injunctive Court Proceedings and Judicial Review
- Occupational Health and Safety Act Proceedings
- Professional Disciplinary Hearings
- Rights and Interest Arbitration
- Workplace Safety and Insurance Proceedings
- Wrongful Dismissal Litigation



Terry has written and presented on a wide variety of employment and labour papers at seminars and conferences. He has acted as counsel before the Ontario Superior Court of Justice, the Divisional Court of Ontario and the Court of Appeal for Ontario on a variety of employment and civil litigation matters.

Terry is also a member of the following associations and groups:

- The Law Society of Upper Canada
- The Canadian Bar Association
- The Waterloo Law Association
- Ontario Legal Aid Plan Area Committee
- Central Ontario Musicians Association

Terry's formal education includes an Honours degree in Economics from Wilfrid Laurier University in Waterloo and a Bachelor of Laws degree from the University of Western Ontario in London. He was called to the bar of the Law Society of Upper Canada in 1980.

MARK YOUR CALENDARS

Our 50th Annual Charity Golf Tournament will be held at the New Dundee Golf Course on Friday, June 11th, 2010. Bring your own foursome or let us match you up with some new friends. This is a great networking opportunity, a real fun day and everyone goes home with a prize.

Date:

Wednesday, April 7th, 2010

Location:

St. George Banquet Hall
665 King Street North
Waterloo, ON N2J 4G8
519-884-0311

Directions:

Refer to the following link: <http://www.stgeorgehall.com/contact.html>

Time:

5:30 p.m. – Registration/Networking
6:30 p.m. – Dinner
7:30 p.m. – Presentation

Cost:

\$45.00 plus GST – Members
\$50.00 plus GST – Non-Members

CPLD:

3 credits

REGISTRATION FORM

Please fax or email your registration form to Leena Rosenberg, Tel :(416) 204-3140 or (800) 387-2991 ext 140,
Fax (416) 977-1365, lrosenberg@cmaontario.org

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Name: _____ Member #: _____

Tel: _____ Guest Name(s): _____

Credit Card (Visa/MasterCard): _____ Expiry Date: _____

Signature: _____ Dietary Restrictions: _____

No refunds for cancellations after April 1, 2010. Substitutions accepted at no charge.