



NOTICE

ONA Provincial Human Rights and Equity Teleconnect

- Date:** Wednesday September 30, 2015
- Time:** 4:30 p.m. to 6:00 p.m.
- Topic:** **“Substance Abuse in the Workplace: When Human Rights Are Engaged” Addictions Accommodation – an Overview**
- Audience:** This teleconnect will be of particular interest to Human Rights and Equity Bargaining Unit Representatives, Safe Return to Work/Work Accommodation Representatives, Bargaining Unit Presidents and Local Coordinators
- Format:** This presentation will assist ONA members with: identifying substance abuse in the workplace; determining when the threshold for "disability" is met; when to raise it with your employer and employer obligations; ensuring a safe return to work and appropriate accommodation; and understanding the member's role in accommodation.
- This session will provide an overview of the law on the duty to accommodate employees with addictions and practical tips and strategies for the safe return to work and accommodation of our members who suffer from addiction.
- The presentation will also address any pre-submitted questions from ONA members. The last portion of the teleconference will consist of questions and answers from participants. ONA Human Rights and Equity Vice-President Pam Mancuso will be the moderator for this teleconnect.
- The session will be delivered by Sharan Basran, Manager of Litigation and Jessica Page, Articling Student.
- Registration:** ONA members will be able to register for the teleconnect by sending an email to registerhre@ona.org. Members will be required to provide their name and ONA ID number. Once registered, the member will receive a response, which will include the teleconnect call-in number, as well as the conference PIN number.
- Registration will be on a first-come, first-served basis. ONA reserves the right to limit the number of registrants.
- Materials:** An electronic version of the PowerPoint used during the presentation will be emailed to registrants prior to the teleconnect.
- Questions:** When registering for the teleconnect, members will be able to pre-submit any questions they would like to have addressed during the presentation.