

Saskatchewan Labour & Employment Law Workshops



In these interactive workshops, participants will review several case scenarios that are based on judicial and administrative body decisions and real-life situations in the areas of employment contracts, employee discipline and termination of employment. For each case scenario, participants will have the opportunity to discuss the issues in small groups before a labour and employment lawyer from MLT Aikins guides attendees through the relevant considerations, legal risks and best practices.

Learning objectives & topics

The workshops will provide participants with the tools to deal with issues related to employment contracts, employee discipline, workplace investigations and termination of employment. Rather than learning through a lecture style format, participants will learn by applying human resources concepts to real-life scenarios, through discussions with their peers and by seeing how Courts and other tribunals have ruled with respect to the applicable situations.

CPHR™

▼ These workshops are presented in partnership with MLT Aikins and CPHR Saskatchewan and are pre-approved for 3 CPD hours.

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Participants can expect to discuss the following topics:

Employment contracts

- Why every employer should implement employment contracts
- Reviewing “must-have” employment contract provisions
- Ensuring an enforceable termination clause
- How to implement new employment contracts for existing employees

Progressive discipline

- Understanding the purpose and goal of progressive discipline
- Common progressive discipline steps
- How to determine the appropriate level of discipline in any particular situation
- The importance of investigating misconduct
- The role of documentation in the discipline process

Ending the employment relationship

- Options for terminating employment, including just cause vs. without cause terminations
- Importance of termination letters
- How to minimize risk when terminating employment

Workshop details

**Time: 1-4 p.m. | CPHR SK member: \$150 + tax
Non-member: \$200 + tax**

- Yorkton – Oct 28, 2025 | Painted Hand Casino (510 Broadway St. W)
- Swift Current – Oct 29, 2025 | Living Sky Casino (1401 North Service Rd. E)
- Prince Albert – Nov 4, 2025 | Cornerstone Insurance (900 1st Ave. E)
- North Battleford – Nov 5, 2025 | Western Development Museum (Hwy 16 & 40)
- Saskatoon – Nov 19, 2025 | The Willows Club (382 Cartwright St.)
- Regina – Nov 25, 2025 | The Atlas Hotel (4177 Albert St.)

Presenters



Shane Buchanan

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Shane maintains a general labour and employment practice. With a background in human resources and a CPHR designation, Shane provides an understanding of the issues faced by human resources professionals and provides practical solutions to all areas of labour and employment law, including collective agreement interpretation, workplace policies, discipline and discharge, employment contracts, OH&S, workers' compensation, labour standards and human rights, including the duty to accommodate.



Ashton Butler

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Ashton provides employers with guidance and assistance on all matters relating to labour and employment law. She regularly advises employers on matters including hiring, the drafting and implementation of employment contracts, independent consulting contracts and workplace policies, disciplinary matters, employment standards, terminations and layoff strategy, wrongful and constructive dismissal claims, navigating human rights, harassment and accommodation situations, and defending employers facing litigation. Ashton also conducts harassment and other workplace investigations.

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Visit cphrsk.ca/events to register today!

