

Mental Stress Claims

Effective Strategies for Progressive Employers

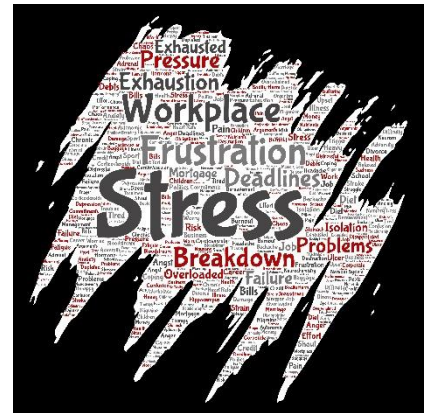
November 6, 2018 – Mississauga

Prepare for A Unique Conference

Employers, disability managers, and occupational health and safety professionals will gather in Mississauga to learn and collaborate in an effort to improve how to address the most significant emerging risk to workers and organizations of modern times: mental stress.

This conference is the first of its kind, and uniquely designed to give you answers to your most pressing questions about:

- The Workplace Safety and Insurance Board's (WSIB) new Chronic Mental Stress Policy and process, enacted Jan 1, 2018
- Complaints received by the Ministry of Labour (MOL) about workplace violence and harassment and the MOL's position on mental stress injuries
- Legal issues involved in dealing with chronic mental stress claims, particularly those involving allegations of workplace harassment or bullying
- Best practices for prevention, recognition, early intervention and accommodation for employees suffering from excess stress



Don't miss this one of a kind opportunity to learn from the experts, network, and receive practical tools to help you get started with improving your organization's stress management plan.

Agenda

7:30 am to 8:30 am	Registration and Continental breakfast
8:30 am to 8:45 am	Welcome and Opening Remarks
8:45 am to 12:00 pm	Morning sessions – The Legal Landscape of Mental Stress in Ontario
12:15 pm to 1:15 pm	Networking lunch
1:15 pm to 4:30 pm	Afternoon sessions – Solutions and Best Practices for Employers

Speakers Include:

Ron Kelusky, Chief Prevention Officer (CPO), Ontario Ministry of Labour
Sal Cavaricci, Director, Mental Stress Injuries Program, Workplace Safety and Insurance Board
Asha Rampersad, Bernardi Human Resource Law
Addie Greco-Sanchez, President, AGS Rehab Solutions Inc.
Martine Oliveira, and Director, Employer and Client Services, AGS Rehab Solutions Inc.
Liz Horvath, Founder and President, Hale Health and Safety Solutions Ltd.

Hosted by AGS Rehab Solutions Inc. and Hale Health and Safety Solutions Ltd.
With special thanks to our sponsor

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Morning Sessions – The Legal Landscape of Mental Stress in Ontario Workplaces

The MOL's Perspective on Workplace Harassment and Violence and Chronic Mental Stress

Ron Kelusky, Chief Prevention Officer (CPO), Ontario Ministry of Labour

Each year, the Ministry of Labour responds to approximately 5000 complaints of workplace harassment and violence. How many of these workers might claim for WSIB benefits under the Chronic Mental Stress Policy, and what information, if any, is shared between the WSIB and MOL?

Ron will provide an overview of the MOL's response to these complaints and the MOL's position and involvement regarding WSIB chronic mental stress claims related to workplace bullying and harassment.

WSIB Chronic Mental Stress Policy and Process

Sal Cavaricci, Director, Mental Stress Injuries Program, Workplace Safety and Insurance Board

Good mental health is key to having healthy and productive workplaces in Ontario. People with work-related post-traumatic stress disorder, traumatic mental stress and chronic mental stress may be eligible for WSIB benefits. The WSIB will describe the legislation and policies related to mental stress injuries, as well as the WSIB service delivery approach.

Navigating through WSIB Chronic Mental Stress Claims

Asha Rampersad, Lawyer, Bernardi Human Resource Law

Effective January 1, 2018, the WSIB has put into place a new policy compensating employees for work-related chronic mental stress. This sends a clear message that the WSIB views mental injuries to be just as important as physical injuries. This session will discuss the legal test the WSIB has adopted in order for a CMS claim to be approved and compensable, the various medical documentation a worker must provide, and how to proactively deal with stressors in the workplace that could lead to harassment and bullying complaints. The learning objectives for this session are to enable attendees to have a better understanding of the applicable legal tests, various cases that have been decided by the WSIB and WSIAT which have found that certain actions or inactions of an employer caused or contributed to chronic mental stress, and to discuss best practices for creating a mentally healthy workplace.

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Afternoon Sessions - Solutions and Best Practices for Employers

How to Get Psychological Abilities Information from the Worker and their Health Care Provider

One of the main challenges for employers is getting the information they need to determine if they can accommodate a worker who has mental illness. Liz Horvath, Founder and President of Hale Health and Safety Solutions, and Martine Oliveira, Director, Employer and Client Services AGS Rehab Solutions will lead participants through the process of how to gain trust and obtain the necessary information so you can keep workers at work when possible and help them get back to work following a necessary absence for treatment and recovery.

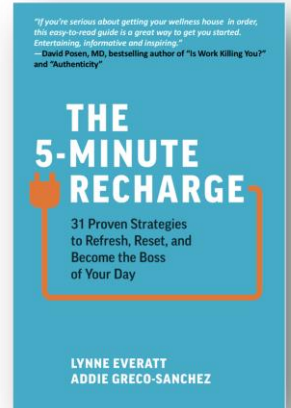


Best Practices for Accommodation of Workers Struggling with Mental Illness

Fireside Chat with AGS Rehab's President, Addie Greco-Sanchez, and Director, Employer and Client Services Martine Oliveira

Liz Horvath interviews Addie Greco-Sanchez and Martine Oliveira, exploring best practices for accommodation of workers with mental health needs based on AGS's decades of experience and success and Addie and Martine's personal and professional experience.

AGS is a national organization of highly qualified and passionate people that deliver the most innovative and forward-thinking health management solutions to everyone they serve. AGS achieved GOLD level recognition for Mental Health at Work® and was nominated for the 2018 Canadian HR Reporter Reader's Choice Award in the category of Disability Management Consultants.



Special Gift and Book Signing

All workers have a personal responsibility to care for their own wellbeing.

All delegates will receive a copy of the book **"The 5-Minute Recharge"** by Lynne Everatt and Addie Greco-Sanchez, set for publication this fall. Don't miss your opportunity to have your book personally signed by the authors!

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ABOUT YOUR SPEAKERS



Ron Kelusky
Chief Prevention Officer (CPO)
Ontario Ministry of Labour

The CPO oversees the Prevention Office within the Ministry of Labour, and has a wide range of responsibilities, including:

- Working with Ontario's health and safety system partners to prevent workplace injuries, illnesses and fatalities
- Reporting to the Minister of Labour on the performance of Ontario's occupational health and safety system through an Annual Report
- Setting province-wide training and safety programs standards
- The establishment and implementation of a new provincial occupational health and safety strategy

Prior to his appointment as CPO, Ron was President and CEO of Public Services Health and Safety Association (PSHSA), a Health and Safety Association of the Ministry of Labour. Before joining PSHSA, Ron held senior positions within the private and not for profit sectors and in municipal government. Ron holds a Master of Business Administration, is a Certified Municipal Manager (CMM III) and is a member of the Institute of Corporate Directors and Canadian Society of Safety Engineers.



Sal Cavaricci
Director, Mental Stress Injuries
Program
Workplace Safety and Insurance
Board

Sal Cavaricci is the Director of the Mental Stress Injuries Program at the Workplace Safety and Insurance Board (WSIB). During his 27-year career at the WSIB, he has held a variety of roles including Director of the Serious Injury Program, Assistant Director in Occupational Disease and leadership roles in Strategic Planning and Prevention. Sal holds Bachelor of Arts (Honours) and Master of Public Administration degrees.

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Asha Rampersad
Lawyer

Bernardi Human Resource Law

Asha has represented major Crown Corporations, municipalities and large private sector clients 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, 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 been quoted in the Law Times regarding an employers Duty to Investigate and has been published in an accessibility magazine regarding employer's AODA obligations.

Asha joined Bernardi Human Resource Law in 2015 and her main areas of practice include human rights litigation, accommodation issues, labour relations and all facets of human resources law.



Addie Greco-Sanchez
President
AGS Rehab Solutions Inc.

Addie is a recognized industry leader with over 25 years of experience and contagious passion in the field of vocational rehabilitation. She founded AGS in 1999 and has led the company's growth; surrounding herself with like-minded professionals who share a passion for helping clients by providing solutions that maximize productivity. She is responsible for overseeing corporate and strategic vision.

A visionary leader, she ranked on the 2015 PROFIT/Chatelaine's W100 Canada's Top Female Entrepreneurs. Addie is often called upon as a subject matter expert in the area of mental health and is an avid national speaker. She has authored many articles in the field of vocational rehabilitation and disability management. Addie holds a Registered Rehabilitation Professional (RRP) designation from the Vocational Rehabilitation Association (VRA) of Canada, as well as a Certified Vocational Rehabilitation Professional (CVRP) designation from the College of Vocational Rehabilitation Professionals.

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Martine Oliveira
Director, Employer and Client Services
AGS Rehab Solutions Inc.

Martine has over 20 years of experience in the field of vocational rehabilitation and disability management. Her career started with front line mental health work and her passion for mental health has persisted through the years. She is a Certified Disability Management Professional and a Consensus Based Disability Management Auditor.

Martine is known for building and maintaining strong relationships and in ensuring that her team has a strong focus on industry best practice, and proactive and individualized services for those with disabilities so that they can successfully stay at work or return to work and to meaningful life. Somehow, Martine also finds to teach at the York-Seneca Rehabilitation Services program, where she has dedicated herself to her students, for the last 11 years, remaining a mentor to many program graduates, as they move forward with careers in the field of rehabilitation.



Liz Horvath
Founder and President
Hale Health and Safety Solutions Ltd.

Liz brings over 20 years of experience in occupational health and safety and workplace mental health combined with experience in disability and claims management. Throughout her career, Liz has dealt successfully with situations and claims involving stress and its impact on employees and the organizations they work in. She is known for navigating complex and controversial issues and making them easier to understand, helping clients move forward in harmony. In 2013, she was awarded for her work as the CSA Group lead on the development of the National Standard of Canada on Psychological Health and Safety in the Workplace. She has helped numerous leaders, employees and committees improve relationships and results while significantly reducing complaints, incidents and related costs.

As an international speaker, trainer and coach, Liz is living out her mission to make work a great part of life for as many people as possible.

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REGISTRATION

General Ticket: \$695

Early Bird Ticket Special: \$600 - offer available to the first 30 registrants

Multiple Ticket Option One: Purchase 2 tickets and receive the 3rd ticket complimentary

Multiple Ticket Option Two: Purchase 8 general tickets for the price of 5 (Reserved table for 8)

All tickets include full day conference, meals, refreshments, materials and 13% HST.

All sales are final. Tickets are transferrable.

How to Register:

[Click here to link to the Eventbrite Registration Form](#)

Or enter url <https://www.eventbrite.ca/e/mental-stress-claims-effective-strategies-for-progressive-employers-tickets-50152175507> in your web browser

Mastercard, Visa, American Express accepted through Eventbrite

To pay by e-transfer call Claudette Witter at 905-366-1444 or 1-888-567-1235 ext. 113

PROFESSIONAL ASSOCIATION MAINTENANCE POINTS

VRA Canada (Vocational Rehabilitation Association)

This Conference has been approved for 6 CEUs by VRA Canada.

BCRSP (Board of Canadian Registered Safety Professionals)

This conference contains 6 technical hours which can be applied to certification maintenance points (CMPs).