

A conference co-presented by the IBA Employment and Industrial Relations Committee and the IBA Diversity and Equality Law Committee



the global voice of the legal profession®

IBA Annual Employment and Discrimination Conference

Ethical issues in employment law



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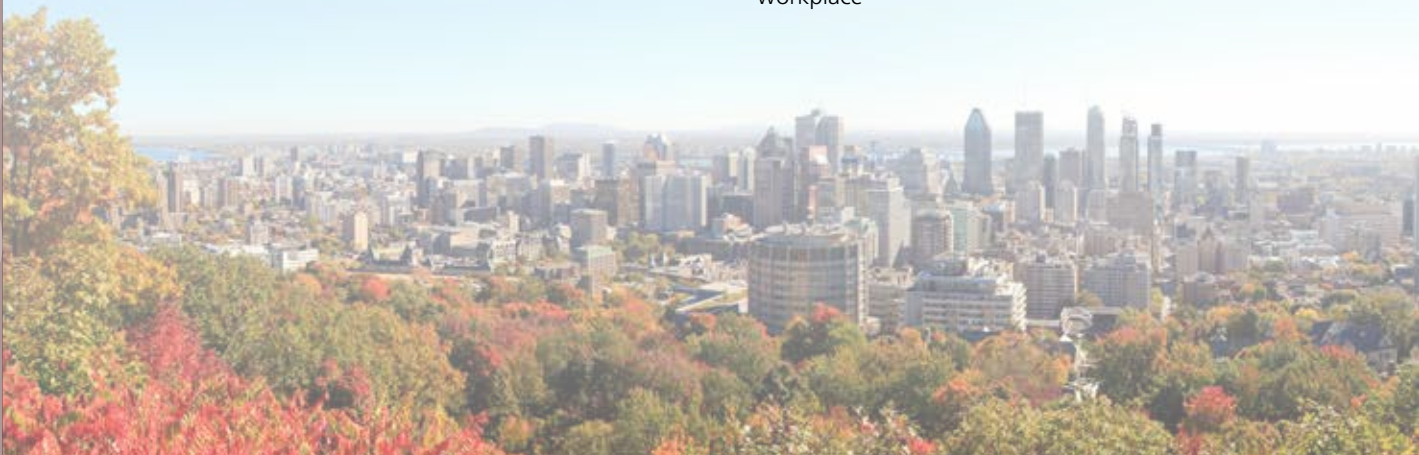
#IBAemploy

2–4 May 2018, Le Westin, Montreal, Canada

The Conference will cover a wide range of current and emerging employment and discrimination law issues, from both a regional and global perspective, and will provide excellent networking opportunities with lawyers from around the world.

Topics include:

- Local Law, personal ethics and corporate standards
- New immigration restrictions in developed nations and their impact on cross-border employment (especially in developing countries)
- Freedom of expression and right to control employees' activities
- Strategies for when a top executive is accused of harassment
- Global citizenship for multinational companies
- Flexible workplaces, hours and lifestyles: what happened to the office?
- General data protection regulation and data privacy
- Executives' compensation, transparency and pay gap
- Outsourcing abroad
- Stress, mental health and security measures at the workplace



Headline conference sponsors



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UP TO 10½ CPD/CLE HOURS AVAILABLE*

Programme

Conference Co-Chairs

Philip Berkowitz *Littler Mendelson PC, New York; Co-Chair, IBA Diversity and Equality Law Committee*
Erika Collins *Proskauer Rose, New York; Co-Chair, IBA Employment and Industrial Relations Law Committee*
Regina Glaser *Heuking Kühn Lüer Wojtek, Düsseldorf; Co-Chair, IBA Diversity and Equality Law Committee*
Peter Talibart *Seyfarth Shaw, London; Co-Chair, IBA Employment and Industrial Relations Law Committee*

Wednesday 2 May

1800 Welcome reception

Join us for a welcome reception at Le Westin Montréal during which a 'speed networking' session will be available for those people who wish to take part.

Thursday 3 May

0730 – 1700 Registration

0830 – 0845 Welcome from the Conference Co-Chairs

0845 – 0930 Keynote address

Hon Madame Justice Suzanne Coté *Supreme Court of Canada, Montreal, Quebec*

0930 – 1100

Local Law, personal ethics and corporate standards

- The challenge of multiculturalism: how can multinationals reconcile core values and codes of conduct in countries with different social and ethical standards?
- 'I refuse!' When can an employee legitimately refuse an employer's direction?
- Personal versus corporate ethics: which should govern?
- The right to blow the whistle: when must an employer recognise the right of an employee to denounce corporate conduct?

Moderators

Philip Berkowitz *Littler Mendelson PC, New York; Co-Chair, IBA Diversity and Equality Law Committee*
Olivier Kress *Flichy Grange Avocats, Paris; Website Officer, IBA Employment and Industrial Relations Law Committee*
Valeria Morosini *Toffoletto De Luca Tamajo e Soci, Milan; Vice Chair, IBA Diversity and Equality Law Committee*
Vikram Shroff *Nishith Desai Associates, Mumbai; Communications Officer, IBA Employment and Industrial Relations Law Committee*

Panel one

Jeff Goodman *Hicks Morley, Toronto, Ontario*
Steven Cochrane *Pinsent Mason, London*
Diana Nehro *Ogletree Deakins, Boston, Massachusetts*
Marie Pedneault *Senior General Counsel, Radio Canada, Montreal, Quebec*
Martin Reufels *Heuking Kühn Lüer Wojtek, Cologne; Treasurer, IBA International Sales Committee*

Panel two

François Berbinau *BFPL Avocats, Paris*
Richard Frank *Alexion, Zurich*
Frances Phillips Taft *Executive Counsel Global Labor and Employment Leader, Baker Hughes GE, Boston, Massachusetts*
Elena Ryolo *Legance, Milan*
Nils van Dijkman *HEUSSEN, Amsterdam*

1100 – 1130 Coffee/tea break

Headline social event sponsors



MARVÁN, GONZÁLEZ GRAF Y
GONZÁLEZ LARRAZOLO
ABOGADOS

1130 – 1245 Breakout session one

New immigration restrictions in developed nations and their impact on cross-border employment

Examine the various protectionist measures that have been made/proposed in developed countries and their impact on cross-border employment, discrimination, bias, and employment in developing countries. Are we creating a system of isolation of developed countries from developing ones? Is a two-tiered economy key for safeguarding the competitive nature of developed countries?

Moderators

Selvamalar Alagaratnam *Skrine, Kuala Lumpur; Senior Vice-Chair, IBA Employment and Industrial Relations Law Committee*
Inge de Laat *Rutgers & Posch, Amsterdam; Vice Chair, Disability Issues Working Group, IBA Diversity and Equality Law Committee*

Speakers

Tara Erskine QC CPHR *Mathews Dinsdale & Clark Halifax, Nova Scotia*
Samir Kantaria *Al Tamimi & Company, Dubai*
Camille Olsen *Seyfarth Shaw, Chicago, Illinois*
Jan Rudolph *Linkaters, Munich*

Breakout session two

Freedom of expression and right to control employees' activity

May employees express their own political/personal views in the workplace? Are there legitimate limits on any such freedom? To what degree may any employer-imposed restrictions extend to the office/home office, social media, and/or the internet? Do employees' private lives have a place at the workplace? What is OK and what should be restricted? To what degree do traditional personal freedoms extend to the workplace? Is there a difference between fundamental rights and other less essential rights, also considering cultural differences?

Moderators

Karine Audouze *Ogletree Deakins International, Paris; Secretary, IBA Diversity and Equality Law Committee*
Patrick L Benaroch *Stikeman Elliott, Montreal, Quebec; Secretary, IBA Employment and Industrial Relations Law Committee*

Speakers

Enrique Betemps *Perez Alati Grondona Benites Arntsen, Buenos Aires*
Christian Charbonneau *Chief Counsel – Aluminium, Rio Tinto, Montreal, Ontario*
Sonia Cortes *Abdon Pedrajas & Molero, Barcelona*
Jean-Francois Gerard *Freshfields Bruckhaus Deringer, Brussels*
Richard Reice *Hoguet Newman Regal & Kenney, New York*
Hye C Yu *Kim & Chang, Seoul*

1245 – 1400 **Lunch**

1400 – 1515 Breakout session three

Strategies for when a top executive is accused of harassment

How should an employer respond to public accusations of extreme wrongdoing? Is it possible to treat the accused and the accuser fairly? What steps – whether legal, HR, public relations, or otherwise – should an employer take, short-term, medium-term, and long-term, and what are the legitimate considerations for differing treatment and strategies?

Moderators

Mikael Pelan *Lusis Avocats, Paris; Membership Officer, IBA Diversity and Equality Law Committee*
Veronica Raffo *Ferrere, Montevideo; Website Officer, IBA Employment and Industrial Relations Law Committee*



Continuing Professional Development/Continuing Legal Education

*The number of CPD/CLE hours available may vary depending on the rules applied by the members' bar association/law society on time recording criteria.

For conference delegates from jurisdictions where CPD/CLE is mandatory, the IBA will provide a Certificate of Attendance for the conference. Subject to CPD/CLE requirements, this can be used by conference delegates to obtain the relevant number of hours' accreditation.

A CPD/CLE Certificate of Attendance is available to conference delegates on request. Please ask at the IBA conference registration desk for information on how to obtain the certificate.

Conference reception and dinner sponsors



Conference reception sponsor



Speakers

Lloyd Chinn *Proskauer Rose, New York*
Andrea Gangemi *Portolano Cavallo, Rome*
Louise Patry *Davies Ward Phillips & Vineberg, Montreal, Quebec*
Enrique Stile *Marval O'Farrell & Mairal, Buenos Aires*
Hironobu Tsukamoto *Nagashima Ohno & Tsunematsu, New York; Co-Chair, Disability Issues Working Group, IBA Diversity and Equality Law Committee*

Breakout session four

Global citizenship for multinational companies

- Developing core values and codes of conduct in the face of diverse cultures and legal systems.
- Identifying corporate and legal risks, and solving them.
- What is the role of compliance regulations in that context?
- To what degree should these values and codes extend beyond the immediate workplace, to customers, suppliers, and other entities with whom the employer has a relationship?
- How to effectively implement those values.

Moderators

Erika Collins *Proskauer Rose, New York; Co-Chair; IBA Employment and Industrial Relations Law Committee*
Peter Talibart *Seyfarth Shaw, London; Co-Chair; IBA Employment and Industrial Relations Law Committee*

Speakers

Frances Anderson *Lead Counsel, Industrial Relations, GM Holden Ltd, Melbourne, Victoria*
Gordon Feng *JunHe, Shanghai*
John Hamlin *Marsh & McLennan Companies Inc, New York*
Paula Hogeus *EY Law AB, Östersund*
Thomas Winzer *Gleiss Lutz, Frankfurt*

1515 – 1545 **Coffee/tea break**

1545 – 1715

Flexible workplaces, hours and lifestyles: what happened to the office?

An evaluation of legal issues arising from the flexible workplace: working from home, working low hours, monitoring, overtime, working hours and data protection. This will include a discussion of different approaches in different jurisdictions. How can diversity and a non-discriminatory, respectful environment be safeguarded in a virtual office? What will be the workplace of the future? Will we all work remotely, on our own schedules, connecting virtually if at all? How does this affect the advancement of core values? Will employers and employees become anonymous? Is this to be desired?

Moderators

Rebecca Ford *Clyde & Co, Dubai*
Eva Knipschild *Kennedy Van der Laan, Amsterdam; Committee Liaison Officer; IBA Diversity and Equality Law Committee*
Luis Mendes *Pinheiro Neto Advogados, São Paulo; Treasurer, IBA Employment and Industrial Relations Law Committee*
Ivan Suarez *Bufete Suarez de Vivero, Barcelona; Senior Vice-Chair, IBA Diversity and Equality Law Committee*

Panel one

Hans-Christian Ackermann *Luther, Düsseldorf*
Raffaella Betti Berutto *Gianni Origoni Grippo Cappelli & Partners, Rome*
Sherica R Bryan *Wuersch & Gering, New York*
Guillaume Desmoulin *Fromont Briens, Paris*
Hector Gonzales Graf *Marvan Gonzalez Graf y Gonzalez Larrazolo, Mexico City*

Panel two

Åsa Erlandsson *Setterwalls, Stockholm*
Tony Hyams-Parish *DMH Stallard, London; Vice-Chair of Communications, IBA Global Employment Institute*
Manishi Pathak *Cyril Amarchand Mangaldas, New Delhi*
Angela Rae *Filion Wakely Thorup Angeletti, Toronto, Ontario*

1900 – late **Conference reception and gala dinner**

The St James Theatre, 265 St Jacques Street, Montreal Quebec, H2Y 1M6

The St James Theatre, housed in the former Canadian Bank of Commerce, provides an architecturally stunning backdrop to an elegant yet lively evening of networking, eating and dancing.

Join us for networking drinks followed by a locally inspired dinner and then dancing with accompaniment from Soulvation, Montreal's premier live band!

Price: US\$150

Entry is by pre-purchased place only. Only one place per registered delegate and registered guest is permitted.

Dress code: Black tie

Please indicate on the registration form if you plan to attend.

Conference refreshment break sponsor

**HOGUET NEWMAN
REGAL & KENNEY**,LLP

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0830 – 1500 **Registration**

0900 – 1030

General data protection regulation and data privacy

How to deal with general data protection regulation and international harmonisation, as well as coordinating the rules of different jurisdictions and the regulations applicable to them? How will the increased focus on protections for data and employee privacy affect the law, multinational companies, and their employees? What is the role of employee representatives, such as unions or works councils?

Moderators

Caroline Andre-Hesse *AyacheSalama, Paris; Corporate Counsel Liaison Officer, IBA Employment and Industrial Relations Law Committee*

Aoife Bradley *LK Shields Solicitors, Dublin; Senior Newsletter Editor, IBA Employment and Industrial Relations Law Committee*

Björn Gaul *CMS Hasche Sigle, Cologne; Communications Officer, IBA Employment and Industrial Relations Law Committee*

Marianne Granhøj *Kromann Reumert, Copenhagen; Senior Vice-Chair, IBA Employment and Industrial Relations Law Committee*

Panel one

Jo Edgley *Taylor Vinters, London*

François Joli-Cœur *Borden Ladner Gervais, Montreal, Ontario*

Carlo Majer *Lexellent, Milan*

Diana Nehro *Ogletree Deakins, Boston, Massachusetts*

Alice Stock *Pryor Cashman, New York*

Lara Vivas *Cuatrecasas, Barcelona*

Panel two

Shalini Agarwal *In Se Legal, New Delhi*

Eloïse Gratton *Borden Ladner Gervais, Montreal, Quebec*

Niko Härting *Härting Rechtsanwalte, Berlin*

Alain Murad *Vice-President Legal & Secretary, Reitmans (Canada) Ltd, Montreal, Quebec*

Carol (Yeping) Zhu *Zhong Lun Law Firm, Shanghai*

1030 – 1100 **Coffee/tea break**

1100 – 1215 **Breakout session five**

Gender pay gap and pay equity requirements and trends around the globe

This session of the IBA Employment and Industrial Relations Committee's Compensation and Benefits Subcommittee will deal with the new trends and regulatory requirements implemented in different regions of the world to address gender pay gaps generally. In particular, the session will discuss the new gender pay reporting obligations implemented in different countries, as well as the new legislation on pay equality that aim to tackle gender pay gaps, including the review of background checks and the impact on job interviews.

The session will also cover pay equity and pay ratio requirements by explaining the different pay ratios currently existing in different regions of the world, as well as providing the new disclosure rules on pay ratios requiring certain public companies to disclose the ratio of the Chief Executive Officer's pay compared to the median employee's pay.

Moderators

Juan Bonilla *Cuatrecasas, Madrid; Vice-Chair, IBA Employment and Industrial Relations Law Committee*

Regina Glaser *Heuking Kühn Lüer Wojtek, Düsseldorf; Co-Chair, IBA Diversity and Equality Law Committee*

Speakers

Russell Brimelow *Lewis Silkin, Oxford*

Astrid Helstone *Stibbe, the Hague*

Erica Schohn *Skadden Arps Slate Meagher & Flom, New York*

Todd A Solomon *McDermott Will & Emery, Chicago, Illinois; Council Member, IBA Global Employment Institute*

Breakout session six

Outsourcing abroad

What are the rights of the employees when a company decides to outsource? What are the risks of and remediation for possible discrimination? What are the employer's options and obligations in respect to local law? What procedures need to be followed regarding the transfer of contracts and possible job losses? What is the place for the gig economy in outsourcing operations and impact of outsourcing on traditional ways of working? As well as addressing these questions, the session will look also at how to deal with external and contingent workers and the risk of having the nature of their contractual relationship challenged into employment agreements.



Exhibitors

GETTING THE
DEAL THROUGH

ICLG
International Comparative Legal Guides

Global HR Lawyers
Ius Laboris

L&E GLOBAL
an alliance of employers' counsel worldwide

Friday continued

Moderators

Pascale Lagesse *Bredin Prat, Paris; LPD Council Member*
George Waggott *McMillan, Toronto, Ontario*

Speakers

Laura L Becking *Orrick, New York*
Avik Biswas *IndusLaw, Bangaluru*
Alessandra Ferroni *Gianni Origoni Capelli and Partners, Milan*
Raquel Florez *Freshfields Bruckhaus Deringer, Madrid*
Agnieszka Lisiecka *Wardynski & Partners, Warsaw*

1215 – 1330 **Lunch**

1330 – 1500

Stress, mental health and security measures at the workplace

Our world is changing and employers need to find the right balance between the need for the implementation of protective measures and the necessity to protect employees' health and safety in an as peaceful as possible environment. Employees are exposed to incidents and violence at the workplace more and more, both internal and external. As a consequence, they may face situations in the workplace that were previously kept outside. Companies have progressively become a place where investigations may be carried out in front of the employees and strong security measures have to be taken despite their acknowledged stressful impact. Can the stress employees are exposed to at the workplace lead to health issues? Sickness? Disability? How far does the employer have a duty to protect employees' health at the workplace? What is the right balance between physical and mental (stress) health? How can situations where the employee is isolated and harassed by colleagues in relation to religion and perceived risks of terrorism be addressed? What kind of investigation can be authorised in the workplace? What do employers need to be aware of in terms of their rights and protection against procedural searches and seizures of company property? How to communicate with the employees on such an investigation when it has been performed in front of them and consequently raises legitimate questions. Does the employee have the obligation to cooperate with the investigation if requested to do so? What if it puts them personally at risk from a criminal standpoint?

Moderators

Mercedes Balado Bevilacqua *MBB Balado Bevilacqua Abogados, Buenos Aires*
Bettina Bender *CM Murray, London*
Szymon Kubiak *Wardynski & Partners, Warsaw; European Regional Forum Liaison Officer, IBA Law Firm Management Committee*
Ronnie Neville *Mason Hayes & Curran, Dublin; Senior Vice-Chair, IBA Diversity and Equality Law Committee*

Panel one

Éric Boucher *Vice-President Legal Affairs, GardaWorld, Montreal, Quebec*
Dana McDonald *Senior Legal Counsel Corporate Ethics, Hydro One Networks Inc, Toronto, Ontario*
Ed Mills *Travers Smith, London*
Vittorio Torazzi *Pavessio & Associati, Turin*

Panel two

Lukasz Granosik *Superior Court of Quebec, Montreal, Quebec*
Hugo Hernandez Ojeda *Hogan Lovells, Mexico City*
Christopher Jordan *CMS, Cologne*
Roselyn Sands *E&Y, Paris*

1830 – 2130 **Closing reception**

The Belvedere Room, Montreal Science Centre, 2 de la Commune Street West, Montreal QC H2Y 4B2

Join us for drinks and supper at this closing networking reception where you will be able to enjoy a spectacular panoramic view of Old Montreal, the Old Port, the St Lawrence River and the Parc des îles.

All registered delegates and registered guests may attend. Please indicate on the registration form if you plan to attend.

The IBA, its officers and staff accept no responsibility for any views expressed, presentations or materials produced by delegates or speakers at the Conference.

The organisers may at any time, with or without giving notice, in their absolute discretion and without giving any reason, cancel or postpone the conference, change its venue or any of the other published particulars, or withdraw any invitation to attend. In any case, neither the organisers nor any of their officers, employees, agents, members or representatives shall be liable for any loss, liability, damage or expense suffered or incurred by any person, nor will they return any money paid to them in connection with the conference unless they are satisfied not only that the money in question remains under their control but also that the person who paid it has been unfairly prejudiced (as to which, decision shall be in their sole and unfettered discretion and, when announced, final and conclusive).

Information

Date

2–4 May 2018

Venue

Le Westin Montréal
270 Saint-Antoine West
Montreal QC H2Y 0A3
Canada
Tel: +1 (514) 380 3333
www.westinmontreal.com

Fees

Online registrations received:

	on or before 23 March	until 24 April
IBA member	US\$1,150	US\$1,265
Non-member*	US\$1,325	US\$1,435
Young lawyers (under 30 years)	US\$865	US\$1,435
Academics/judges (full-time)	US\$865	US\$1,435
Public lawyers	US\$865	US\$1,435
Corporate counsel**	US\$1,035	US\$1,435
Conference reception and gala dinner	US\$150	US\$150
Guest	US\$150	US\$150

After **24 April** registrations must be received in hard copy at the IBA office.

Hard copy registration forms and fees received:

	on or before 23 March	after 23 March
IBA member	US\$1,280	US\$1,405
Non-member*	US\$1,470	US\$1,595
Young lawyers (under 30 years)	US\$960	US\$1,595
Academics/judges (full-time)	US\$960	US\$1,595
Public lawyers	US\$960	US\$1,595
Corporate counsel**	US\$1,150	US\$1,595
Conference reception and gala dinner	US\$150	US\$150
Guest	US\$150	US\$150

* By paying the non-member fee, we welcome you as a delegate member of the IBA for the year in which this conference is held, which entitles you to the following benefits:

- 1) Password access to certain parts of the IBA website.
- 2) Receipt of *IBA E-news* and access to online versions of *IBA Global Insight*.
- 3) Pay the member rate for any subsequent conference registrations for this calendar year.

** A reduced rate is offered to IBA Corporate Group Members. Please register online to obtain a 25 per cent discount on the IBA member fee.

=If you would like to become a full or general member of the IBA, which includes membership of one committee or more – and inclusion in and access to our membership directory – we encourage you to do so now in order to register for this conference at the member rate. Full details of how to join can be found at www.ibanet.org.

A reduced rate is offered to lawyers who are over the age of 65, have been an IBA member for more than 20 years, and are no longer practising law.

Language

All working sessions and conference materials will be in English.

How to register

Register online by **24 April 2018** at www.ibanet.org/conferences/conf852.aspx and make payment by credit card, to avail of the ten per cent online registration discount or complete the attached registration form and return it to the Conference Department at the IBA together with your bank transfer/cheque payment. You should receive emailed confirmation of your registration within five days, if you do not then please contact confs@int-bar.org.

Full payment must be received in order to obtain your Conference documentation.

Fees include:

- Attendance at all working sessions
- Conference materials, including any available speakers' papers submitted to the IBA before 20 April
- Access to the above conference working materials from the IBA website (www.ibanet.org) approximately seven days prior to the conference
- Access to mobile delegate search application
- Lunch on Thursday and Friday
- Tea and coffee during breaks
- Welcome reception on Wednesday 2 May
- Closing reception on Friday 4 May

Please note that registrations are not transferable.

Guest fees include:

- Welcome reception on Wednesday 2 May
- Closing reception on Friday 4 May

A guest must **not** be a member of the legal profession or seek to use the Conference as a business networking opportunity. Guests are not permitted access to working sessions, Conference refreshment breaks or lunches. Checks are made to ensure members of the legal profession, or business associates are not registered as guests, if this is the case, registration will be refused unless the guest registers as a full delegate for the conference.

Should a guest be seen attending working sessions, conference refreshment breaks or lunches, an invoice for the full registration fee, will be issued to the delegate for the guest's participation at the Conference.

Only registered guests (ie, those paying the guest fee) are eligible to participate in the social programme.

List of participants

In order for your name to appear in the list of participants, which will be distributed at the Conference, your registration form must be received by 24 April 2018 at the latest.

Mobile delegate search application

All registered delegates will receive a printed list of participants at the Conference; however, delegates are now also able to use the mobile delegate search. This application has been developed to aid networking by giving delegates instant access to an up-to-date list of their fellow attendees, and comes with the added benefit of a built-in messaging service. All registered delegates with an internet or Wi-Fi-enabled device will have access, using their IBA username and password. Simply visit: m.ibanet.org/conf852.

Registration confirmation

All documentation regarding your attendance at the Conference can now be obtained from the IBA website. Upon receipt of your payment for the Conference, a confirmation email will be sent containing instructions on how to download the documents. Registration confirmation will not be distributed by post.



Photography and filming

Certain sessions and/or social functions may be photographed and/or filmed and some of this content may be used for future IBA marketing materials, member communications, products or services. Should you have any concerns with regard to this, or do not wish to feature in any of these materials, please contact the IBA Marketing Department at ibamarketing@int-bar.org.

Payment of registration fees

US dollars: by cheque converted at the current rate of exchange and drawn on a US bank and in favour of the International Bar Association. Please send to: 4th Floor, 10 St Bride Street, London EC4A 4AD, United Kingdom.

OR by bank transfer to the IBA account number: 01286498 (Sort Code 56-00-03) at the National Westminster Bank, St James's & Piccadilly Branch, 208 Piccadilly, London W1A 2DG, United Kingdom. SWIFT address NWBKGB2L, IBAN GB55NWBK60730101286498. **Please ensure that a copy of the bank transfer details is attached to your registration form.**

Pounds sterling: by cheque drawn on a UK bank and in favour of the International Bar Association. Please send to: 4th Floor, 10 St Bride Street, London EC4A 4AD, United Kingdom.

OR by bank transfer to the IBA account number: 13270222 (Sort Code 56-00-03) at the National Westminster Bank, St James's & Piccadilly Branch, 208 Piccadilly, London W1A 2DG, United Kingdom or SWIFT address NWBKGB2L, IBAN GB05NWBK56000313270222. **Please ensure that a copy of the bank transfer details is attached to your registration form.**

Use the exchange rate prevailing at the time of registration.

Euro: by cheque or bank draft, drawn on a euro zone bank and converted at the current rate of exchange and in favour of the International Bar Association

OR by bank transfer to the IBA bank account number 550/00/06570631 (Sort Code 56-00-03) at the National Westminster Bank, St James's & Piccadilly Branch, 208 Piccadilly, London W1A 2DG, United Kingdom or SWIFT address NWBKGB2L, IBAN GB58NWBK60721106570631. **Please ensure that a copy of the bank transfer details is attached to your registration form.**

Use the exchange rate prevailing at the time of registration.

Cancellation of registration

If cancellation is received in writing at the IBA office by **6 April 2018**, fees will be refunded less a 25 per cent administration charge. Refunds will be made minus any monies owed to the IBA.

We regret that no refunds can be made after this date. Registrations received after 6 April will not be eligible for any refund of registration fees. Please note that NO exception will be made to this policy. Should you have difficulties in obtaining your visa and are not able to attend the conference this cancellation policy will still apply.

Upon submission of your completed Conference registration form to the IBA you are considered 'registered' pending payment. Please note that as soon as your registration is received the cancellation terms and conditions as indicated will apply.

Provided you have cancelled your registration to attend an IBA conference in accordance with the terms of the 'cancellation of registration'

Unauthorised Accommodation Agents

It has been brought to our attention that there are multiple companies contacting past attendees, claiming to represent the IBA, offering 'assistance' with registration and hotel bookings.

They are operating by cold-calling and spamming companies whose names have appeared on previous List of Participants, Programmes and Sponsorship recognition. The only Accommodation Agent the IBA works

Promotional literature

Please note that no individual or organisation may display or distribute publicity material or other printed matter during the Conference, unless by prior arrangement with the IBA. Organisations and companies wishing to discuss promotional opportunities should contact the IBA Sponsorship Department at sponsorship@int-bar.org.

Online credit card payments: by Visa, MasterCard or American Express. **No other cards are accepted.**

PLEASE ENSURE THAT YOUR NAME AND 'CON852MONTREAL' APPEAR ON ANY TRANSFER OR DRAFT.

No deductions or withholdings

All fees payable to us by you in accordance with the terms contained in this 'Information' section shall be paid free and clear of all deductions or withholdings whatsoever.

If any deductions or withholdings are required by law to be made from any fees payable to us by you under the terms contained in this 'Information' section you shall pay such sum as will, after the deduction or withholding has been made, leave us with the same amount as we would have been entitled to receive in the absence of any such requirement to make a deduction or withholding.

If we obtain the benefit of any tax credit or other relief by reference to any such deductions or withholdings, then we shall repay to you such amount as, after such repayment has been made, will leave us in no worse position than we would have had no such deductions or withholdings been required.

Conference sell-outs

The IBA places its conferences in venues of a suitable size for each event; however, there are times when our conferences may sell out. Should this happen, prospective delegates will be informed and a waiting list will operate. The waiting list will function on a 'first come, first served' basis, subject to receiving registered delegate cancellations. The IBA will not be liable for any travel or accommodation expenses incurred by an individual who travels to a conference without a confirmed place at the event.

clause included in the 'Information' section of the relevant conference programme, you must then confirm to us in writing at the IBA office as soon as possible but in no event later than one year (12 calendar months) from the date of any such conference all necessary details to enable any reimbursement owed to you to be paid. We regret that no refunds will be made after the date that is one year (12 calendar months) after the date of the relevant conference.

Travel arrangements and visas

Participants are responsible for making their own travel arrangements. It is recommended that you check your visa requirements with your local embassy or consulate. **We are unable to dispatch visa invitation letters to support your visa application prior to receipt of your registration form and full payment of registration fees.**

Please apply for your visa in good time.

with is Judy Lane ICS. Judy Lane ICS do not contact delegates on behalf of the IBA without delegates making initial contact. Please ignore any communication that does not come directly from the IBA or Judy Lane ICS.

Disabled access

Le Westin Montréal is wheelchair accessible; however, please notify us if you require special assistance.

Hotel accommodation

A limited number of rooms have been reserved at the Le Westin Montréal, the W Montréal and the InterContinental Montreal for the nights of 2–4 May inclusive.

Le Westin Montréal

270 Saint-Antoine West, Montreal QC H2Y 0A3, Canada
Tel: +1 (514) 380 3333

www.westinmontreal.com

The following rates are per room, per night and exclude breakfast, service charges and local taxes.

Traditional room (single/double occupancy): CAD\$269

Deluxe corner room (single/double occupancy): CAD\$309

Subject to availability, these rates will be available three days prior and three days after the event dates.

Extra person charge (third and fourth person) sharing a room is charged at CAD\$30 per person, per night (children under 18 may share their parents room at no additional charge).

Please use the following hotel website link www.starwoodmeeting.com/events/start.action?id=1706155558&key=2E3BCCE to make your reservation. Alternatively, you can call the central reservations centre on +1 (877) 961 8111 and mention the name of the group: Meeting International Bar Association, code IBE02A. The hotel requires a credit card number to secure your reservation.

Cancellation and no-show policy

Reservations can be cancelled without penalty until 1600 hrs local time, two days prior to the scheduled arrival date. Cancellations made after this time, as well as no-shows, will be charged to the credit card given at the time of booking. In the event of an early departure, guests will be charged a fee equal to 50 per cent of the daily room rate unless the hotel is informed at the time of check-in.

Please note that any reservation made after **4 April 2018** will be subject to availability and cannot be guaranteed at the special IBA rate.

As a limited number of rooms have been blocked at the hotel, availability cannot be guaranteed once the room block is full.

InterContinental Montreal

360 Saint-Antoine Street West, Montreal QC H2Y 3X4
Tel: + 1 (514) 987 9900

www.montreal.intercontinental.com

The following rate is per room, per night and excludes breakfast, service charges and local taxes.

Deluxe room (single/double occupancy): CAD\$249

Subject to availability, these rates will be available three days prior and three days after the event dates.

Extra bed charge (third person) sharing a room is charged at CAD\$25 per bed, per night. Maximum of one per room.

Please use the following hotel website link <https://aws.passkey.com/go/IntlBarAssociation2018> to make your reservation. Alternatively, you can call +1 (800) 235 4670 and mention the name of the group: International Bar Association. The hotel requires a credit card number to secure your reservation.

Cancellation and no-show policy

Reservations can be cancelled without penalty up until 72 hours prior to arrival. Cancellations made after this time will result in a penalty fee equivalent to the first night stay. No-shows will be charged to the credit card given at the time of booking.

Please note that any reservation made after 2 April 2018 will be subject to availability and cannot be guaranteed at the special IBA rate.

As a limited number of rooms have been blocked at the hotel, availability cannot be guaranteed once the room block is full.

W Montréal

901 Square Victoria, Montreal QC H2Z 1R1
Tel: +1 (514) 395 3100

www.wmontrealhotel.com

The W Montréal is a four-minute walk from the Conference venue.

The following rates are per room, per night and exclude breakfast, service charges and local taxes.

Wonderful King or Queen room (single/double occupancy): CAD\$279

Spectacular King room (single/double occupancy): CAD\$299

Subject to availability, these rates will be available two days prior and two days after the event dates.

Extra person charge (third and fourth person) sharing a room is charged at CAD\$40 per person, per night.

Please use the following hotel website link www.starwoodmeeting.com/events/start.action?id=1710168665&key=45ED658 to make your reservation. The hotel requires a deposit equivalent to one night's accommodation cost to secure your reservation.

Alternatively, you can call the hotel directly and mention the name of the group: Meeting International Bar Association.

Cancellation and no-show policy

Bookings are refundable if notice is received at least 72 hours prior to arrival. Please ensure you obtain a cancellation reference number. After this time a penalty equivalent to the entire stay is payable.

Please note that any reservation made after 2 April 2018 will be subject to availability and cannot be guaranteed at the special IBA rate.

As a limited number of rooms have been blocked at the hotel, availability cannot be guaranteed once the room block is full.

Delegates are responsible for making accommodation reservations directly with the hotel and entering into an agreement with the hotel regarding credit card guarantees, cancellation terms and conditions, and room rates (should these differ from the special IBA rate). The IBA cannot accept responsibility for hotel accommodation disputes between a delegate and the hotel.

Social programme

Wednesday 2 May

1800 Welcome reception

Le Westin Montréal

All registered delegates and registered guests may attend.

Dress code: Smart/casual.

Thursday 3 May

1930 Conference reception and gala dinner

The St James Theatre, 265 St Jacques Street, Montreal Quebec, H2Y 1M6

Price: US\$150

Entry is by pre-purchased place only. Only one place per registered delegate and registered guest is permitted.

Dress code: Black tie.

Friday 4 May

1830 Closing reception

The Belvedere Room, Montreal Science Centre, 2 de la Commune Street West, Montreal, Quebec, H2Y 4B2

All registered delegates and registered guests may attend.

Dress code: Smart/casual.

Social event ticket reservations cannot be guaranteed unless payment has been received before **30 April 2018**, subject to availability.



International Bar Association

the global voice of the legal profession

The International Bar Association (IBA), established in 1947, is the world's leading organisation of international legal practitioners, bar associations, law firms and law societies.

The IBA influences the development of international law reform and shapes the future of the legal profession throughout the world. It has a membership of more than 80,000 individual lawyers and more than 190 bar associations and law societies spanning over 170 countries.

Inspired by the vision of the United Nations, the IBA was founded in the same spirit, just before the Universal Declaration of Human Rights was proclaimed in 1948.

The IBA covers all practice areas and professional interests, providing members with access to leading experts and up-to date information, enabling them to better represent their clients' interests.

Through its various committees, fora and task forces, the IBA facilitates the exchange of information and views among its members as to Law, practices and professional responsibilities relating to the practice of law around the globe.

Employment and Industrial Relations Committee overview

Very few legal fields face the revolutionary changes that Employment and Industrial relations Law do. Issues like technology, human rights, globalisation, corporate citizenship and increased movements of people have created unprecedented legal complexity as they interact with traditional Law often formulated decades ago. As the largest of the Human Resource Section Committees of the IBA, the purpose of the Employment and Industrial Relations Committee is the identification, technical analysis and proactive management of national, regional and global developments in these rapidly evolving fields. The Committee takes a 'cutting edge' approach to its selection of topics and speakers and draws upon the combined experience of its officers and panellists to present the members with innovative solutions to the employment law problems of today.

Diversity and Equality Law Committee overview

The committee is concerned with discrimination and gender equality issues that arise in the profession and under the general law. The Committee members include of private practitioners, academics and in-house counsel who assist in the promotion of discrimination and gender equality issues. Many of these professionals are members of leading law firms or corporations and have often had professional and practical experience of discrimination and equal opportunity issues. A significant part of the Committee's work is concerned with discrimination and promotional issues in the profession. For example, following work of the Committee, the IBA, at its 1998 conference in Vancouver, adopted a formal resolution on non-discrimination in legal practice.

Contact information

International Bar Association

4th Floor, 10 St Bride Street, London EC4A 4AD, United Kingdom

Tel: +44 (0)20 7842 0090 Fax: +44 (0)20 7842 0091

Email: member@int-bar.org www.ibanet.org

Registration form



IBA Annual Employment and Discrimination Conference Ethical issues in employment law

2–4 May 2018, Le Westin, Montreal Canada

Please read the 'Information' section before completing this form and return it together with your bank transfer or cheque to Conference Department at the address overleaf.

REGISTER ONLINE AT WWW.IBANET.ORG/CONFERENCES/CONF852.ASPX TO MAKE IMMEDIATE AND SECURE PAYMENT BY CREDIT CARD AND OBTAIN A 10 PER CENT DISCOUNT ON THE FEES BELOW

PERSONAL DETAILS *(Please attach your business card or write in block capitals)*

Title _____ Given name _____ Family name _____

Name and country to be shown on badge *(if different from above)* _____

IBA Membership number *(if applicable)* _____ Date of birth _____

Firm/company/organisation _____

Address _____

Country _____

Tel _____ Fax _____

Email _____

Guest _____

Guests are not entitled to attend the working sessions. No member of the legal profession may be registered as a guest.

SPECIAL DIETARY REQUIREMENTS

If you have special dietary requirements, due to allergen intolerances, medical, religious reasons or a life choice, please specify the requirement below. The IBA is unable to cater for dietary requirements other than for the above reasons.

Please tick box if you have allergen intolerances and specify _____

Please tick box if your guest has allergen intolerances and specify _____

Please state all other dietary requirements clearly, i.e. I am a vegetarian; I do not eat red meat.

Disclosure of dietary information denotes you have agreed to the IBA sharing this information with relevant third parties who are providing catering on our behalf.

TO OBTAIN A TEN PER CENT DISCOUNT ON THE FEES BELOW,
PLEASE REGISTER BY **24 APRIL 2018** ONLINE AT WWW.IBANET.ORG/CONFERENCES/CONF852.ASPX
IBA MEMBERS CAN REGISTER ONLINE BY **23 MARCH 2018** FOR **US\$1,150**,
PLEASE SEE 'INFORMATION' FOR FURTHER ONLINE REGISTRATION DETAILS.

HARD COPY REGISTRATION FORMS AND FEES RECEIVED:	on or before 23 March	after 23 March	amount payable
IBA member	US\$1,280	US\$1,405	US\$
Non-member*	US\$1,470	US\$1,595	US\$
Young lawyers (under 30 years)	US\$960	US\$1,595	US\$
Academics/judges (full-time)	US\$960	US\$1,595	US\$
Public lawyers	US\$960	US\$1,595	US\$
Corporate counsel**	US\$1,150	US\$1,595	US\$
Guest	US\$150	US\$150	US\$

Guests are not entitled to attend the working sessions. No member of the legal profession may be registered as a guest.



SOCIAL FUNCTIONS

Welcome reception (Wednesday)	Number of tickets _____	NIL*
Conference reception and gala dinner (Thursday)	Number of tickets _____ @ US\$150	US\$
Closing reception (Friday)	Number of tickets _____	NIL*

One place per function for each delegate and registered guest is permitted. * A guest fee applies.

Social function reservations are subject to availability and cannot be guaranteed unless payment has been received before **30 April 2018**.

TOTAL AMOUNT PAYABLE US\$

***JOIN THE IBA TODAY AND REGISTER FOR THIS CONFERENCE AT THE IBA MEMBER RATE.
PLEASE FIND THE MEMBERSHIP APPLICATION FORM AT WWW.IBANET.ORG.**

****A REDUCED RATE IS OFFERED TO IBA CORPORATE GROUP MEMBERS.
PLEASE REGISTER ONLINE TO OBTAIN A 25 PER CENT DISCOUNT ON THE IBA MEMBER FEE**

A REDUCED RATE IS OFFERED TO LAWYERS WHO ARE OVER THE AGE OF 65, HAVE BEEN AN IBA MEMBER FOR MORE THAN 20 YEARS AND ARE NO LONGER PRACTISING LAW. PLEASE CONTACT THE IBA OFFICE FOR FURTHER INFORMATION.

**FULL PAYMENT MUST BE RECEIVED IN ORDER TO PROCESS YOUR REGISTRATION.
PLEASE NOTE THAT REGISTRATIONS ARE NOT TRANSFERABLE.**

METHODS OF PAYMENT

By credit card

Register online at www.ibanet.org/conferences/conf852.aspx and make immediate and secure payment by credit card

Note: please do not send your credit card details on the registration form or within an email or fax.

By bank transfer and cheque/draft

Please send me an invoice.

I enclose a cheque/draft for the total amount payable.

I have transferred to the IBA bank account the total amount payable and have attached a copy of the bank transfer details.

US dollars: by cheque converted at the current rate of exchange and drawn on a US bank and in favour of the International Bar Association. Please send to: 4th Floor, 10 St Bride Street, London EC4A 4AD, United Kingdom.

OR by bank transfer to the IBA account number: 01286498 (Sort Code 56-00-03) at the National Westminster Bank, St James's & Piccadilly Branch, 208 Piccadilly, London W1A 2DG, United Kingdom. SWIFT address NWBKGB2L, IBAN GB55NWBK60730101286498. **Please ensure that a copy of the bank transfer details is attached to your registration form.**

Pounds sterling: by cheque drawn on a UK bank and in favour of the International Bar Association. Please send to: 4th Floor, 10 St Bride Street, London EC4A 4AD, United Kingdom.

OR by bank transfer to the IBA account number: 13270222 (Sort Code 56-00-03) at the National Westminster Bank, St James's & Piccadilly Branch, 208

Piccadilly, London W1A 2DG, United Kingdom or SWIFT address NWBKGB2L, IBAN GB05NWBK56000313270222. **Please ensure that a copy of the bank transfer details is attached to your registration form.**

Use the exchange rate prevailing at the time of registration.

Euro: by cheque or bank draft, drawn on a euro zone bank and converted at the current rate of exchange and in favour of the International Bar Association.

OR by bank transfer to the IBA bank account number 550/00/06570631 (Sort Code 56-00-03) at the National Westminster Bank, St James's & Piccadilly Branch, 208 Piccadilly, London W1A 2DG, United Kingdom or SWIFT address NWBKGB2L, IBAN GB58NWBK60721106570631. **Please ensure that a copy of the bank transfer details is attached to your registration form.**

Use the exchange rate prevailing at the time of registration.

WHERE DID YOU FIRST HEAR ABOUT THIS CONFERENCE?

- | | | | | |
|---|---|---|-----------------------------------|--|
| <input type="checkbox"/> IBA CONFERENCE | <input type="checkbox"/> OTHER CONFERENCE | <input type="checkbox"/> DIRECT MAIL | <input type="checkbox"/> INTERNET | <input type="checkbox"/> ADVERTISEMENT |
| <input type="checkbox"/> EMAIL | <input type="checkbox"/> EDITORIAL | <input type="checkbox"/> RECOMMENDATION | <input type="checkbox"/> OTHER | |

Please provide further details, quoting code (if applicable)

IBA listings are provided to relevant third parties for marketing purposes. The IBA will treat your personal information with the utmost respect and in accordance with UK data privacy Law.

If you are agreeable to passing on your details, please tick this box If you do **not** wish to receive IBA information and materials, please tick this box

Your details will however be included in the list of participants.

PLEASE SEND THE COMPLETED FORM TO INTERNATIONAL BAR ASSOCIATION:

Conferences Department

4th Floor, 10 St Bride Street, London EC4A 4AD, United Kingdom

Tel: +44 (0)20 7842 0090 Fax: +44 (0)20 7842 0091 Email: confs@int-bar.org www.ibanet.org

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L&E Global and its member firms look forward to meeting you all in Montreal in 2018!

Meanwhile, embracing the 21st century approach to legal technology and know-how, L&E Global has created a dedicated interactive online e-Guide that you can easily access by scanning the QR code or clicking on the hyperlink.





C/M/S/

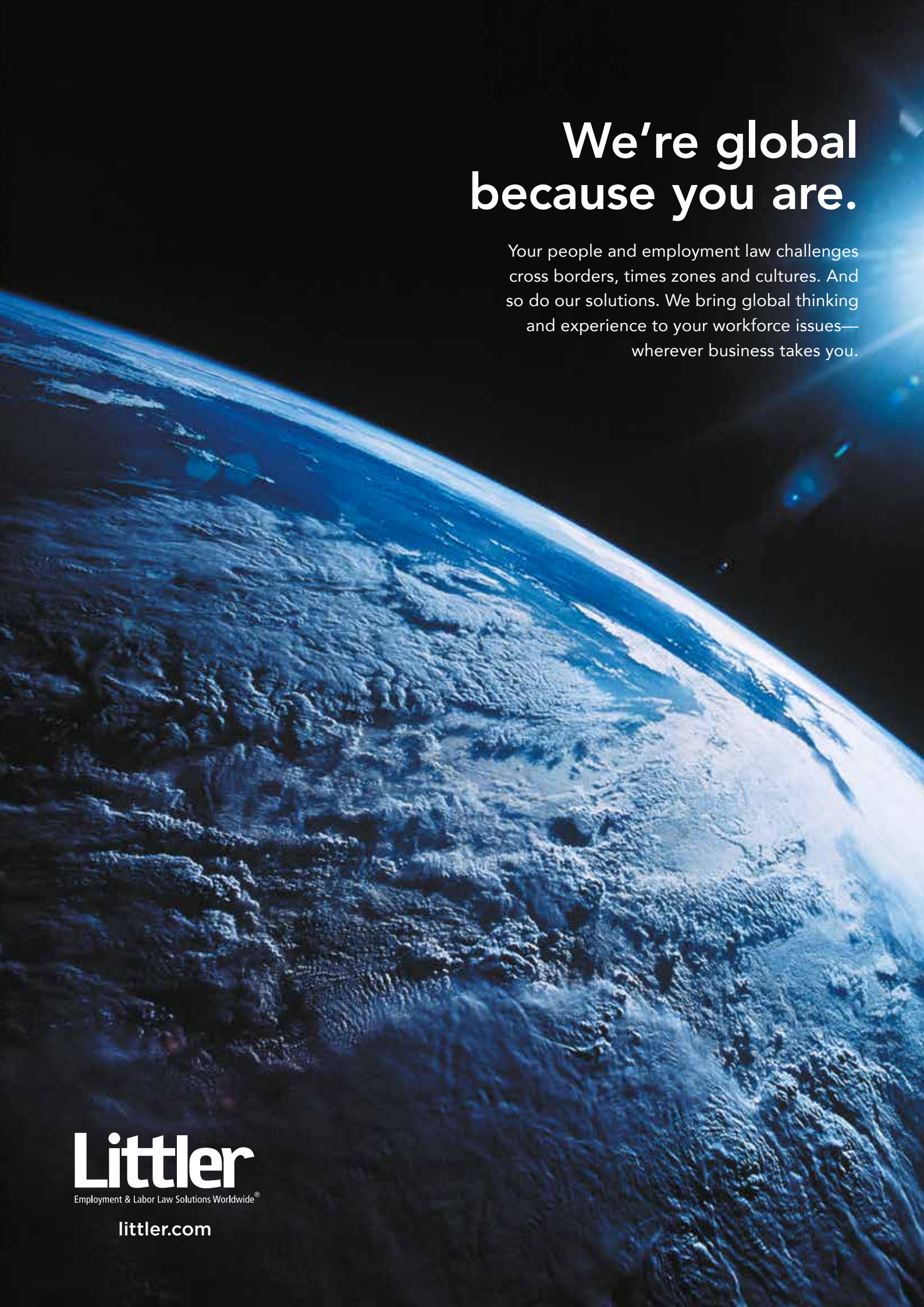
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Annual Employment and Discrimination Law Conference

We appreciate the unparalleled opportunities this conference offers the global legal community

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