Managing Changes To Work Arrangements



Recorded Date: June 18, 2025

Time: 9:00 AM – 10:00 AM (PST)

Speakers: Lorenzo Lisi of Aird & Berlis LLP

About This Webinar

Whether you're calling employees back to the office, expanding remote work, or adjusting hybrid schedules, changing work arrangements comes with legal consequences.

Join employment law expert **Lorenzo Lisi of Aird & Berlis LLP** for an essential legal update and strategic briefing on how to manage workplace changes without triggering constructive dismissal claims, compliance gaps, or costly missteps.

In this 60-minute session, Lorenzo will guide you through:

- What the law says about changing work location, hours, or duties
- How to update employment agreements and policies safely
- Common employer mistakes when shifting to hybrid or remote models
- Constructive dismissal risks—and how to avoid them
- Employee pushback: legal limits and reasonable accommodations
- This is a must-attend session for HR leaders, in-house counsel, and anyone navigating the new normal of work in Canada.

Register now and move forward with confidence.

What's Included

1. **Legal Expertise You Can Trust:** Join Lorenzo Lisi of Aird & Berlis LLP as he breaks down the legal implications of modifying work arrangements in today's evolving workplace.
2. **Changing Terms of Employment:** Learn what the law permits—and prohibits—when altering work location, hours, duties, or schedules.
3. **Policy & Agreement Updates:** Get guidance on how to revise employment agreements and workplace policies to reflect new arrangements while minimizing risk.

4. **Avoiding Constructive Dismissal:** Discover how to implement changes without inadvertently triggering legal claims or obligations.
5. **Responding to Pushback:** Understand your legal responsibilities around accommodation, employee refusal, and the limits of flexibility.
6. **Common Pitfalls & How to Avoid Them:** Explore real-world examples of employer missteps—and how to proactively protect your organization.
7. **Live Q&A Opportunity:** Bring your questions about hybrid, remote, or return-to-office plans—Lorenzo will answer them live.
8. **Practical Tools & Takeaways:** Walk away with the legal knowledge and strategic insights you need to navigate work arrangement changes with confidence.

Who Needs To Be There?

1. HR Managers & Directors
2. In-House Legal Counsel
3. Business Owners & Executives
4. Operations & Facilities Leaders
5. Employment Law & Compliance Professionals
6. Policy & Risk Advisors
7. Workplace Strategists & Consultants
8. Anyone managing changes to work models, contracts, or employee expectations