

# 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