

About the Employment Bar Association

The conference is hosted by the Employment Bar Association of Ireland, a specialist association of barristers who practise and advise on employment law. The Employment Bar Association is a vibrant hub of expertise. Its members may be called upon to advise on an in-depth and specialist basis on employment and workplace issues, and they are an invaluable source of expert knowledge and experience in litigation.

Members of the Employment Bar Association teach on the highly popular King's Inns Advanced Diploma in Applied Employment Law (www.kingsinns.ie).

The Employment Bar Association of Ireland would be delighted to welcome all interested parties to its flagship conference.

About the conference

In today's world it is important to keep up with continuing developments. The employment law conference will be an invaluable opportunity for busy solicitors, barristers, in-house counsel, HR practitioners, and all those working in the area of employment law on a day-to-day basis, to inform themselves of the latest developments in employment law.

Key issues of practical and legal importance will be addressed by barristers who are leading practitioners in their field.

What: Employment Law Conference 2018 followed by a drinks reception in The Sheds.

When: Friday November 23, 2018 (registration, tea coffee and sandwich lunch at 1.30pm).

Where: The Atrium, Distillery Building, Church St, Dublin 7.

To reserve a place for the Employment Law Conference and pay online, please follow the link below:

Conference fee: €195

Tito

Tito link: ti.to/eba/annual-conference-2018

EMPLOYMENT BAR ASSOCIATION COMMITTEE MEMBERS

Cliona Kimber SC - Chair

Caoimhe Ruigrok BL - Secretary

Lorna Lynch BL - Treasurer

Marguerite Bolger SC

Peter Ward SC

Emma Davey BL

Owen Keany BL

Cathy Maguire BL

Niamh McGowan BL

Katherine McVeigh BL

Jane Murphy BL

Lauren Tennyson BL

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EBA
Employment Bar Association

EMPLOYMENT LAW CONFERENCE

The Atrium, Distillery Building,
Church Street, Dublin 7

2.00pm, Friday November 23, 2018

ATTENDANCE: 4 CPD POINTS



THE BAR
OF IRELAND
The Law Library

WELCOME

The Employment Bar Association is delighted to invite you to attend its third annual conference at 2.00pm on Friday, November 23, 2018 in the Atrium, Distillery Building. Papers on cutting-edge topics will be delivered by leading senior and junior counsel who are recognised experts in employment law. This conference is a half-day event and will finish at 5.30pm with a drink's reception in The Sheds Bar, Distillery Building.

The conference will supply a comprehensive update on how to manage employment law disputes, settlement agreements, recent European case law on discrimination and medical examinations of employees. It will give an overview of the practical issues with protected disclosures and review parallel proceedings in the WRC and High Court in employment law, what measures the EU is taking to reduce the gender pay gap and recent EU and UK Supreme Court decisions on freedom of religion and the marriage equality referendum.

1.30PM REGISTRATION AND LIGHT LUNCH

SESSION 1



SESSION 1

Chaired by:
**Regina Doherty, TD, Minister for
Employment Affairs & Social Protection**

2.00 -
3.30pm

Regina Doherty TD is Minister for Employment and Social Protection, having previously served as Government Chief Whip and Minister of State at the Department of An Taoiseach. Before first being elected to Dáil Éireann in 2011 for the Constituency of Meath East, Regina served as a Councillor on Meath County Council. Before entering public office in 2009 Regina had a career in the IT sector. During the last Dáil term (2011-2016), Regina sat on the Joint Oireachtas Committees for both Health and Children, and Finance and Public Expenditure, while also chairing several All Party Parliamentary Groups for special education, children and adults with intellectual disabilities, and the cross-party group on mental health reform.

WELCOME AND OPENING REMARKS



**Cliona Kimber SC Chairperson,
Employment Bar Association**

Cliona Kimber, Chair of the Employment Bar Association, is a Senior Counsel at The Bar of Ireland and an employment law specialist. She is also a CEDR Accredited Mediator. She has extensive experience in civil litigation and is co-author of Employment Equality Law (2012) and Cyber Law and Employment (2016). She is currently working with her co-authors on a updated edition of Employment Equality Law to be published in 2019.



**Managing employment law disputes-
Suspending and moving employees
and the use of garden leave**

Mary Paula Guinness BL

Mary Paula Guinness commenced practice in 2005. She specialises in employment law. Mary Paula appears regularly before the Workplace Relations Commission, the Labour Court and the High Court and has represented a wide number of clients in leading cases.



**Settlement agreements - contracts,
compromise and practical pitfalls**

Owen Keany BL

Owen Keany was called to the Bar in 2007. He has a general civil practice, with a focus on employment law and defamation law. Owen regularly provides lectures and updates on employment and industrial relations law and he has written numerous papers on topics relating to the area. Owen is a committee member of the Employment Bar Association and the Employment Law Association of Ireland.



**Teachers, doctors and cake decorators following
the referendum; recent European case law on
discrimination on grounds of religion**

Helen Callanan SC

Helen is a Senior Counsel specialising in employment and administrative law, in particular, judicial review and immigration law. She is a member of the Employment Bar Association, the Professional Regulatory and Disciplinary Bar Association, the Planning, Environmental and Local Government Bar Association and a council member of the Irish Commercial Mediation Association.



**Doctors differ? Medical examinations
of employees – The law**
Rosemary Mallon BL

Rosemary Mallon commenced practice in 2003. She specialises in employment law and regulatory law. Rosemary appears regularly before the Workplace Relations Commission, the Labour Court and the civil courts. She is also frequently engaged to act as an independent investigator in workplace investigations. For the last number of years Rosemary has acted as Chairperson of the Investigation Committee for the Certified Public Accountants of Ireland.

3.30pm - 4.00pm TEA/COFFEE

SESSION 2



SESSION 2

Chaired by:
**The Hon. Ms. Justice
Caroline Costello**

4.00 -
5.30pm

Ms Justice Costello is a former Senior Counsel practising in commercial, banking, insolvency, property and probate law. Following a successful career, she was appointed to the High Court in 2014 and has recently been nominated to the Court of Appeal.



Protected disclosures - the practical issues
Tom Mallon BL

Tom Mallon has been practicing at the Bar mainly in employment law for more than 30 years. He was a founding member and the first Chairman of EBA. He has lectured and written extensively on many issues in employment law over the years and has appeared in many of the leading cases before the employment fora and the civil courts.



**Two bites at the cherry? Parallel proceedings in
WRC and High Court in employment law**
Marcus Dowling BL

Marcus Dowling has been practicing at the Bar in employment law for many years. He is an expert on many issues in employment law over the years and has appeared in many of the leading cases before the employment fora and the civil courts.



**Closing the gender pay gap - the EU
parameters for taking positive action**
Oisín Quinn SC

Oisín Quinn has been in practice at the Bar for 26 years and specialises in employment law and defamation. He graduated from UCD in 1989 and has an LLM in Labour Law from the University of London (1990). He is a CEDR accredited Mediator and also regularly acts as an independent investigator in employment disputes. He was called to the Inner Bar in 2008 and is a former Lord Mayor of Dublin.

5.00 – 5.20pm **Questions and Answers**

5.20 – 5.30pm **Closing Remarks**

5.30pm **POST-CONFERENCE DRINKS IN THE SHEDS**