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Focus on *The Work/Life Balance*  
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### Free Resource

## Focus on Work/Life Balance for Bottom Line Results

A work/life program can give a firm a highly-valued advantage in recruiting and retaining employees. Employees also need to be proactive and responsible by requesting the flexibility they need. To assist CAs, the CICA's Work Life Advisory Committee has developed a practical toolkit that includes a video, three PowerPoint presentations and other resources that can support firms and their employees in achieving their goals. To order this free toolkit, visit:

[www.cica.ca/service-and-products/members-services/work-life/item11961.aspx](http://www.cica.ca/service-and-products/members-services/work-life/item11961.aspx)

### Free Webinar – April 21, 2010

## Are you Addicted to the Yes Habit?

How often do you find yourself saying yes when you really want to say no? The 'Yes Addiction' can be tiresome and get in the way of your fulfillment and your success. But there are many times when it does make sense to say yes, and breaking the no habit can be equally important! This webinar will provide tips on how to break your yes habit and replace it with more effective ways of responding to both yourself and others – plus CAs who successfully complete the quiz following the webinar earn one hour CPD credit.

[www.snwebcastcenter.com/event/?event\\_id=795](http://www.snwebcastcenter.com/event/?event_id=795)

### Free Resource

## Flex Readiness Assessment Tool

FlexPaths was created by nationally-recognized thought leaders and innovators in business, technology and workplace flexibility. In a resource section of their website, there are a number of targeted pieces around flexibility in organizations, including a Flex Readiness Assessment tool.

[www.flexemployer.com/resources](http://www.flexemployer.com/resources)

## Dealing with Conflict Between an Employee's Family Obligations and Employment

Your employee is a single parent and has no family to assist him with the care of his children. Is he covered by the family status protections in some provinces' human rights legislation? Do you have to accommodate him? Increasingly, Tribunals are being required to examine this issue – what is an employer's accommodation obligation where an employee's needs relating to his family status conflict with employment requirements? Read Fasken-Martineau's bulletin, *Employees' Family Obligations: To what Extent must they be Accommodated?*

[www.fasken.com/hr\\_space\\_february\\_2\\_2010/](http://www.fasken.com/hr_space_february_2_2010/)

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### The Canadian Institute of Chartered Accountants

277 Wellington Street West  
Toronto, Ontario M5V 3H2, Canada  
Tel. 416-977-3222  
Fax: 416-204-3414

### Publishers

Cairine Wilson  
Vice President — Member Services

Nicholas Cheung, CA  
Principal, Assurance Services Development

### Editor

Diane Marshall

### Designer & Production

Mark Hinkley

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