



2011 Labour Relations Seminar – Preliminary Program

Thursday, November 17, 2011

11:30 a.m. Registration

12:00 p.m. Lunch

1:00 p.m. Welcome, Opening Prayer & Remarks
Nancy Kirby, President
Mike McPhee, Coordinator, Labour Relations

Ontario Catholic School Trustees' Association

1:15 p.m. Perspective on Election & the Future of Bargaining
Marshall Jarvis, General Secretary
Ontario English Catholic Teachers' Association

This presentation will reflect on the impact of the election on the renewal of collective agreements from the perspective of OECTA.

1:30 p.m. Human Rights Challenges & Best Practices
Robert G. Keel, Keel Cottrelle LLP

This session will include a brief review of the relevant provisions of the Ontario Human Rights Code & will then focus on the challenges of the Ontario Human Rights Code process issues, followed by a review of the impact of human rights on hiring & promotion; accommodating employees as well as discipline issues.

2:15 p.m. Break

2:30 p.m. Challenges of Benefits going into Future Bargaining
Geoff Daubney, Principal, Health & Benefits
Mercer Consulting

In this session we will provide an overview of:

- *Some of the financial challenges our school board clients are facing with respect to rising drug costs;*
- *How stop loss pooling costs (insurance that protects the Boards from high cost health care claims) are being impacted, how insurers are reacting, and where we think they are going - and most importantly;*
- *The emergence of the new, and in some cases very expensive biologic drugs and related options for school boards.*

3:15 p.m. **Human Resources**
(Module 14, Trustee Professional Development Training)
Speaker TBA

4:30 p.m. Adjournment

Friday, November 18, 2011

8:00 a.m. Breakfast

9:00 a.m. Concurrent Workshops

1. System Principals – Arbitrations, Issues / Challenges & Resolutions

Eric M. Roher, Borden Ladner Gervais LLP

There have been a number of recent arbitration decisions on the issue of centrally-assigned principals. In a recent case, OECTA has also targeted centrally-assigned superintendents and has argued they must be assigned to a school. This session addresses:

- *What have the arbitrators ruled about the role of centrally-assigned principals?*
- *Can principals play a system-wide role or are they required to be located in a school?*
- *Can superintendents play a system-wide role or are they required to have schools under their supervision?*
- *Is this an issue that just effects Catholic school boards?*
- *What revisions to the Education Act or other changes are required to permit system-wide principals?*

2. Grievance – Arbitration – Updates & Implications for Boards

Michael A. Hines, Hicks Morley Hamilton Stewart Storie, LLP

As always, this year's arbitration cases continue to develop old themes as well as exploring new ones. This session will bring you up to date on the recent arbitral treatment of teacher discipline, the duty of accommodation, management rights, union representation and much more.

3. A Legislated Framework for PDT Bargaining – Legal Requirements

Nadya Tymochenko, Miller Thomson LLP

This session will examine legislative changes necessary to implement provincial bargaining in the publicly funded education sector. The last round of teacher contracts saw the Government of Ontario institute a form of provincial bargaining on consent. There is little willingness on the part of parties to continue with such a model; therefore, legislation is required for the government of Ontario to require bargaining with the federations provincially. This session will examine what legislative changes might occur to enable OCSTA to become the single representative of Catholic school boards in negotiations with OECTA Elementary and Secondary. Could such a regime impact denominational rights? Will provincial bargaining be only for teachers? What about principals / vice-principals and ECEs? This session will explore these issues and offer insight into what might lie ahead in bargaining.

10:15 a.m. Break

10:30 a.m. Concurrent Workshops (REPEATED)

11:45 a.m. Lunch

12:45 p.m. Provincial Discussion Table – Past, Present & Future

Panel:

*Jim Lopresti, Administrator of Human Resources
Hamilton-Wentworth Catholic District School Board
Pete Derochie, Associate Director of Education, Business & Finance
Simcoe Muskoka Catholic District School Board
Bill Gartland, Director of Education
Catholic District School Board of Eastern Ontario
Don Drone, Director of Education
Wellington Catholic District School Board
Kevin Kobus, Executive Director
Ontario Catholic School Trustees' Association*

Moderator:

*Mike McPhee, Coordinator, Labour Relations,
Ontario Catholic School Trustees' Association*

2:30 p.m. Closing Remarks

*Nancy Kirby, President
Ontario Catholic School Trustees' Association*