

# Education Labour Relations and Human Resources Symposium

## Inspiring Positive Workplaces

**April 6 - 7, 2017** Sheraton Centre Hotel, Toronto

**Thursday 9:00 a.m. - 1:00 p.m.**

### SENIOR NEGOTIATORS' MEETING

#### PRE-SYMPOSIUM

**Thursday, 6 April | 1:00 - 4:00 p.m.**

1:00 PM Registration

1:30 PM CONCURRENT SESSIONS

#### 1. Developing Shared Understandings...

Gain insights into ten systemic challenges that confront school board managers. Learn about common misunderstandings (shared by both unions and school boards) concerning the importance (or not) of “past practice” on a board’s ability to make changes to improve the educational experience of its students.

Finally, we will undertake a review of recent arbitration decisions that address some very specific, interesting management’s rights issues.

- ▶ Michael Hines, Partner and a team from Hicks Morley LLP

#### 2. Dispute Resolution and Conflict Management

In this session we’ll examine three dispute resolution mechanisms and their best use, then work through and share findings on case studies. Employer obligations for safe workplaces, the advance signs and causes of conflict and how to use different conflict management methods to coach our people, will be discussed. We’ll also discuss best practices on coordinating advice and guidance to our Administrators.

- ▶ Celese Fletcher, CHRE, The Fletcher Consultancy

4:30 - 6:00 PM Networking Reception  
Pre-Symposium and Main Symposium attendees

#### MAIN SYMPOSIUM

**Friday, 7 April | 9:00 a.m. - 4:00 p.m.**

8:00 AM Registration and Breakfast

9:00 AM Minister of Education, Mitzie Hunter

9:10 AM PANEL SESSION

#### Positive Labour Relations Across Canada

The panel will review the models for collective bargaining in the education sector across Canada and the advantages and disadvantages of each.

#### Panel:

- ▶ Brian Blakeley, Director, Labour Relations Operations, Ontario Ministry of Education
- ▶ Ronald MacLeod, Partner, Consultant, HR | Atlantic
- ▶ Renzo Del Negro, CEO, B.C. Public School Employers' Association
- ▶ Joanne Simoneau-Polenz, Director, Labour Relations Department, Québec English School Boards Association (QESBA)

#### Moderator:

- ▶ Peter Simpson, Director General, Federal Mediation & Conciliation Services

10:15 AM Networking break

10:45 AM CONCURRENT SESSIONS

#### 1. Compassion Fatigue

Practical strategies to increase self-awareness and self-compassion in order to transform compassion fatigue into compassion satisfaction.

- ▶ Amanda Rocheleau | Social Worker and Compassion Fatigue Specialist

#### 2. Practical Implementation of PPM159 (Collaborative Professionalism)

An overview of the genus of PPM159 and how its existence will influence local discussions and practices.

#### Panel:

- ▶ Cathy Renfrew, Executive Assistant, OSSTF
- ▶ Judith Nyman, Director Program Policy, OPSBA
- ▶ Cathy Montreuil, Assistant Deputy Minister, Chief Student Achievement Officer, Student Achievement Division, Ontario Ministry of Education

#### Moderators:

- ▶ Kerri Ferguson, Director Negotiations & Contract Maintenance, OSSTF
- ▶ Penny Mustin, Director, Labour Relations, OPSBA



# Inspiring Positive Workplaces

**Friday, 7 April** (Continues)

12:15 PM Lunch

- Renu Mandhane, Chief Commissioner, Ontario Human Rights Commission

1:15 PM **Case Law Highlights**

A moderated presentation of recent decisions that impact the way in which school boards implement practice.

**Panel:**

- Njeri Damali Campbell, Hicks Morley LLP
- Michelle Henry, Borden Ladner Gervais LLP
- Giovanna Di Saurro, Filion Wakely Thorup Angeletti LLP
- Nicola Simmons, Partner, Keele Cottrelle LLP

**Moderator:**

- Mark Loya, Manager of Employee Relations/Labour and Legal, Durham District School Board

2:15 PM Refreshment break

2:30 PM **CONCURRENT SESSIONS**

1. **Workplace Investigations in a Post-Bill 132 World: What every school board leader needs to know**

On September 8, 2016, several amendments to the workplace harassment provisions of the Occupational Health and Safety Act under Bill 132 came into effect. The amendments were designed to change the way institutions think of, and respond to, allegations of workplace harassment. This presentation will explore what this means for school board leaders and their investigation practices.

Janice will consider how the current changes to the social, political and legal climate should influence school board leaders' response to allegations of workplace harassment.

- Janice Rubin, Partner, Rubin Tomlinson LLP

**Friday, 7 April** (Continues)

2:30 PM **CONCURRENT SESSION**

2. **Sustaining Sick Leave Plans for all School Board Employees**

Sustainability of sick leave plans is an important concern for all school boards. Learn about practices that have assisted some boards in providing effective disability management that supports disabled employees in safe, healthy and timely return to work.

- Cindy Francis, Manager Abilities, Wellness and Attendance, Peel District School Board
- Catherine Miller, CHRL Assistant Manager of Employee Relations/Services, Durham District School Board

## **ACCOMMODATION**

Sheraton Centre Hotel, 123 Queen Street West, Toronto  
Book Online or Phone 416-361-1000 or  
Toll Free 1-888-627-7175.

Request special rate for "OPSBA Labour Relations Symposium"  
Hotel cut-off date: Friday, 10 March 2017

## **Registration Fee**

Pre-Symposium: \$100 | Thursday, 1:00 p.m. - 4:00 p.m.

Main Symposium: \$375 | Thursday, 4:30 - 6:00 p.m. and  
Friday, 8:00 a.m. - 4:00 p.m.

BOTH Pre and Main Symposium: \$475

## **ONLINE REGISTRATION LINK**



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