

Now a two-day event!

GREATER VANCOUVER FIRE CHIEFS' ASSOCIATION PRESENTS:

LABOUR RELATIONS SEMINAR



FEBRUARY 27 & 28, 2019

EXECUTIVE AIRPORT PLAZA HOTEL, RICHMOND BC

Join us to hear from a team of legal experts, labour relations specialists and notable speakers for insight and guidance on a broad range of current labour, organizational and HR topics. This event is now a two-day program with the first day open to exempt Fire Officers and HR Professionals from any industry, including local governments, that participate in labour relations. We invite all members of the fire service, HR Professionals and local governments to join us for the second day for presentations on cultural and diversity programs plus how to build a just organizational culture with high-reliability practices.

firewiseconsulting.com/labourrelations

Register for both days
and save 15%!

SPEAKERS

DAY 1 - WEDNESDAY, FEBRUARY 27



JOHN W. SAUNDERS

John is a senior labour and employment lawyer in Hicks Morley's Toronto Office. He has over 30 years of experience advising municipalities and fire departments. John's practice includes acting as spokes-person at collective agreement negotiations for fire departments, presenting at fire interest arbitrations or acting as the municipal nominee at those arbitrations. He does rights arbitrations, human rights applications and wrongful dismissal litigation. He has particular expertise in Coroner's Inquest involving Fire Departments. He assists many municipalities across the country as they address the particular labour and employment issues in their Fire Departments.



JULIA NANOS

Julia is a labour and employment lawyer at Hicks Morley in Toronto. She advises public and private sector employers on a wide-range of labour and employment issues, with particular focus on human rights and accommodation, wrongful dismissal defence litigation, grievance and interest arbitrations, collective bargaining, employment contracts and employment standards. Julia has appeared as counsel for employers before labour arbitrators, the Ontario Human Rights Tribunal, and the Superior Court of Justice, and as lead negotiator in collective bargaining negotiations.



ADRIANA F. WILLS

Adriana is a partner at Harris & Co. She provides on-going advice and advocacy to her clients in all aspects of labour, human rights and employment. Adriana is frequently involved at an early stage in planning, identifying legal pitfalls and opportunities, particularly in unionized environments. Her services include policy development, daily advice regarding emerging issues, collective bargaining, training and advocacy. She has appeared before arbitrators and the Labour Board, the Human Rights Tribunal, the Supreme Court of BC and the BC Court of Appeal.



JACQUIE GRIFFITHS

Jacquie is the Director of Regional Employers Services for Metro Vancouver. She and her team provide human resources and labour relations services to the municipalities in the region. Jacquie has also held the position of Chief Negotiator and Associate Executive Director for the BC Public School Employers' Association and served three terms as a Referee for the Employment Insurance Commission of Canada from 2004 to 2013. In 2009, Jacquie was recognized as one of Business in Vancouver's "40 Under Forty." She is currently BC's representative on the Canadian Chartered Professionals in Human Resources National Standards Council.



BILL DUVALL

Bill is the Division Manager, Collective Bargaining, Regional Employers Services for Metro Vancouver. Bill and his bargaining team provide bargaining services and related collective agreement services to the municipalities in the region. Bill is a lawyer and prior to joining Regional Employer Services he was a partner at a large national law firm practicing in the area of labour and employment law. Bill is engaged in a number of community organizations and is currently a board member of Vancouver Coastal Health.

SPEAKERS SUBJECT TO CHANGE WITHOUT NOTICE

SPEAKERS



ALAN WINTER

Alan is a leading lawyer in workers' compensation and occupational health and safety issues, representing employers in matters involving assessments, occupational health and safety standards, and workers' claims for compensation. He was previously retained by the British Columbia government to be the core reviewer of the Workers' Compensation Act. His recommendations effectively led to a complete rewriting of the Act. Alan also provides advice and representation to public and private employers on labour and employment and has extensive experience in conducting labour negotiations on behalf of private and public sector clients provincially and federally.



GREG HEYWOOD

Greg has over 30 years of experience as a labour litigator with a respected reputation as a formidable opponent. He represents management and employees in wrongful dismissal lawsuits, labour arbitrations, labour board hearings, human rights tribunal hearings and wrongful dismissal proceedings. Greg has also represented unionized employers in grievance arbitrations and workplace discrimination cases based on age, sex, religion and ethnicity. He is also the firm's representative in the Employment Law Alliance and sits on the board of directors, giving him the opportunity to draw upon thousands of lawyers in several countries to assist with any client needs.

DAY 2 - THURSDAY, FEBRUARY 28



JONA OLSSON

Jona is the founder and director of cultural bridges to justice, offering cultural diversity programs for non-profit organizations in the US, Canada, UK and Australia. She is also the recently retired Fire/EMS Chief of Latir Volunteer Fire Department in Northern New Mexico. Joining her two passions – emergency services and social justice – Jona offers workshops to brigades, individual departments, and at seminars and conferences. Jona has presented as a keynote speaker for the IAFF, IAFC, International Assn. of Women in Fire and Emergency Services, Ontario Professional Firefighters Assn., UK Fire Brigades, Ottawa and Calgary Fire Departments, Women and Firefighting, Australasia (WAFA) plus others in the US, Canada, UK and Australia.



PAUL LESAGE

Paul worked at Tualatin Valley Fire & Rescue for 29 years starting as a firefighter/paramedic and working up through the ranks to Assistant Chief supervising three divisions and over 400 career and volunteer firefighters. Prior to that he was a flight paramedic for 7 years. Paul is a nationally known speaker and educator on the topics of High Reliability Practices, Just Culture Integration, Crew Resource Management, Quality Improvement, and Incident Analysis. He co-wrote the Jones & Bartlett book, "Crew Resource Management, Principles and Practices", and is currently conducting research in situational awareness, team culture, and feedback systems within Healthcare, Fire-Rescue, and EMS.

REGISTER ONLINE: firewiseconsulting.com/labourrelations

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AGENDA

DAY 1 - WEDNESDAY, FEBRUARY 27

- 07:00 Registration**
- 07:50 Welcome Message**
Tim Armstrong,
Fire Chief & President of GVFCFA
- 08:00 Significant Fire Cases from across Canada**
John Saunders & Julia Nanos
- 9:45 Break**
- 10:00 Cross Canada Bargaining Trends**
John Saunders & Julia Nanos
- 11:00 Break**
- 11:15 Metro Vancouver's Regional Employers Services Bargaining Model & BC Bargaining in 2020**
Jacque Griffiths & Bill Duvall
- 12:15 Lunch**
- 13:00 Cannabis in the Fire Station**
Adriana Wills
- 13:45 WorkSafe BC & Firefighters**
Alan Winter
- 14:30 Break**
- 14:45 Key Points for a Successful Harrassment Investigation**
John Saunders & Julia Nanos
- 15:30 Off Duty Conduct: Firefighters affiliated with Outlaw Motorcycle Gangs**
Greg Heywood
- 16:15 Closing Remarks**
Tim Armstrong & John Saunders

DAY 2 - THURSDAY, FEBRUARY 28

- 08:00 Seminar Begins**
- 08:15 Welcome Message**
- 08:30 Cultural Bridges to Justice**
Jona Olsson
- 10:00 Break**
- 10:15 Cultural Bridges to Justice - continued**
- 12:00 Lunch**
- 13:00 Creating a Just Culture**
Paul LeSage
- 14:30 Break**
- 14:45 Creating a Just Culture - continued**
- 16:30 Closing Remarks**

REGISTRATION

\$549 DAY 1 + DAY 2

\$349 DAY 1 ONLY

\$295 DAY 2 ONLY

All prices plus GST and include a delicious lunch.

REGISTER ONLINE

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VENUE

THE EXECUTIVE AIRPORT PLAZA HOTEL

7311 Westminster Highway

1-800-663-2878

Richmond, BC

The hotel is located 5 minutes from the Vancouver International Airport and a 15 minute drive to downtown Vancouver. Special guest room rates are available. Be sure to mention this seminar when booking accommodation using the toll-free number above.

PRESENTED BY THE GREATER VANCOUVER FIRE CHIEFS' ASSOCIATION.
FACILITATED BY FIREWISE CONSULTING LTD.



Cancellations two weeks prior to the event will receive a full refund minus a 15% administration fee. Cancellations within two weeks of the event do not receive any refund. Substitutions are permitted