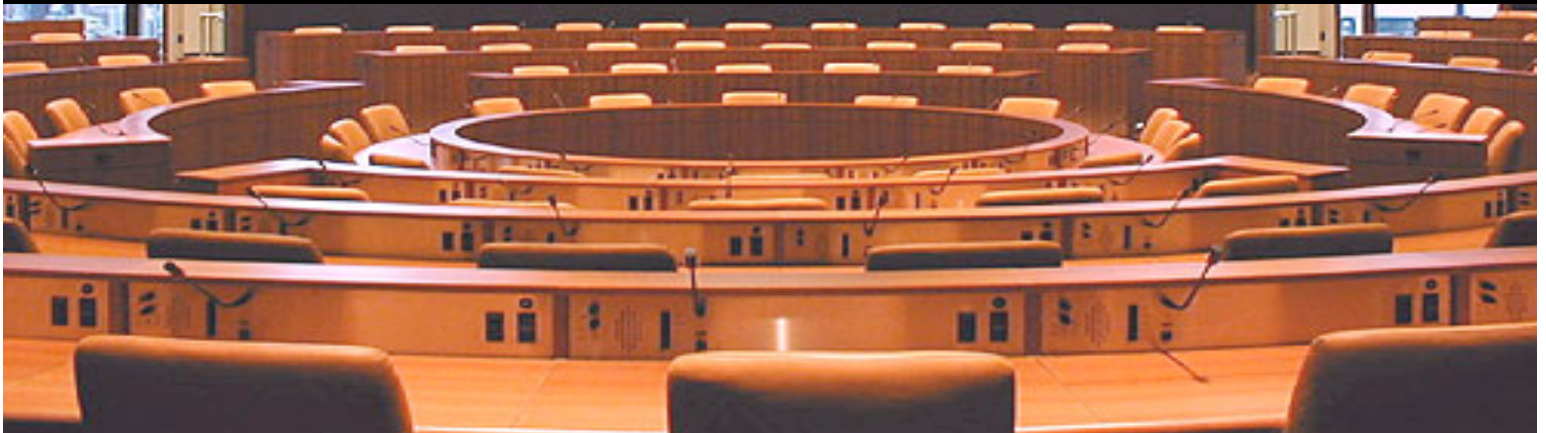




MUNICIPAL EMPLOYMENT & LABOUR LAW CONFERENCE

VANCOUVER | NOV 19 2009



Presenters

- **Geoff Meggs**
Vancouver City Councillor
- **Malcolm Graham**
Manager of Labour Relations , Metro Vancouver
- **Mark Brown**
Associate Chair of Mediation and Registrar, BC Labour Relations Board
- **Richard Hart**
Conflict Management Specialist, ProActive ReSolutions
- **Roper Greyell's Lawyers**

A free full-day conference on the latest developments in municipal employment & labour law in B.C.

Join Roper Greyell LLP in Vancouver on **November 19, 2009** for a full-day conference at the **Morris J. Wosk Centre for Dialogue, Simon Fraser University**. Attend interactive lectures, roundtable discussions, and workshops to learn about the practical tools you need to manage a municipal workplace. This conference may be eligible for CHRP credits. **Registration is free and space is limited.**

Topics include:

- Latest developments in municipal labour, human rights, and employment law.
- What to expect in your next round of collective bargaining.
- News from the Labour Relations Board and the latest on arbitrations.
- Privacy law updates.
- Latest information on human rights in the municipal workplace.
- New skills for managing workplace conflicts.
- Critical knowledge for addressing non-union employee issues.



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Register Today

YOUR FREE REGISTRATION INCLUDES:

- Free full day program
- Conference binder
- Breakfast & Lunch

ATTEND AND LEARN:

- The latest arbitration awards and court cases
- The latest human rights cases
- The impact on BC's municipal employers

Centrally located in the heart of Vancouver, the Morris J. Wosk Centre is a state of the art conference facility. Hotel accommodations are available for out of town guests.

2 easy ways to register:

e-mail

seminars@ropergreyell.com

Phone

604.806.0922

THURSDAY, NOVEMBER 19

Morris J. Wosk Centre for Dialogue, SFU, Vancouver

8:00 Registration / Continental Breakfast

8:30 Collective Bargaining in the Municipal Sector

Mark Brown, Malcolm Graham, Tom Roper

These experts will discuss the status of firefighter bargaining and issues under the *Fire and Police Services Collective Bargaining Act*, the increasing sophistication of unions in bargaining (common proposals, pace, use of strike votes before mediation, and use of the media), the when and how of bargaining preparation, and how to most effectively use mediation.

9:30 The New Top Ten in Labour Relations

Greg Heywood, Delayne Sartison

A review of the 10 most significant issues that have impacted our municipal labour community in 2009.

10:00 Walking the Privacy High Wire –A Balancing Act

Marino Sveinsson, Liisa Spoor

Balancing employers' legitimate rights to secure resources and investigate undesirable conduct against employees' privacy rights. Includes an update on requests pursuant to the *Freedom of Information and Protection of Privacy Act*.

11:00 Human Rights and Human Wrongs –Avoiding the Pitfalls

Mike Wagner, Drew Demerse

With a focus on recent case studies, this session will discuss how a municipality can best position itself to withstand time-consuming and lengthy human rights proceedings.

11:30 Bullying, Aggression, and Harassment: Out of the Sandbox and into the Workplace

Sandra Guarascio, Richard Hart

Drawn extensively from actual case studies, this session will look at the full range of problematic workplace behaviours, the legal consequences of labelling behaviours, common situations in which labels can be misapplied, and a simple strategic decision framework for employers in responding to these behaviours.

12:00 Lunch Presentation: Drilling to the Core –The City of Vancouver Review

Guest Speaker: Geoff Meggs

The City of Vancouver has undergone an extensive "core review" of its services. Working with the various stakeholders, the City must now embark on a process to change the way it does business. Geoff will discuss the challenges and opportunities that present themselves at this critical time for the City.

1:15 Fast Track Roundtables

Participants pick the tables and the topics inspired by the morning's presentations for an in-depth discussion in a smaller group format led by the morning's presenters.

2:30 Workshop A: Investigations 101

Gabrielle Scorer, Mike Kilgallin, Jennifer Russell, Dagmar Dlab

An opportunity to interactively refine your skills to conduct reliable investigations. Includes a review of investigation objectives, procedures and best practices.

Workshop B: Breaking Up Is Hard to Do –Managing Out the Excluded Employee

Gavin Marshall, James Kondopoulos, Muriel Henry, Ryan Copeland

This workshop will prepare you to think strategically about the legal and practical issues that arise when a senior staff member in the municipal sector is terminated.

4:00 Adjourn



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Featuring Roper Greyell's Lawyers

- Thomas A. Roper, Q.C.
- Duncan MacPhail
- Sandra Guarascio
- Lisa Southern
- Gregory J. Heywood
- Gabrielle Scorer
- Gavin Marshall
- James Kondopulos
- Delayne Sartison
- Marino Sveinson
- Jennifer Russell
- Mike Wagner
- Drew Demerse
- Dagmar Dlab
- Ryan Copeland
- Muriel Henry
- Mike Kilgallin
- Jennifer Devins

For a complete listing of our
lawyers, please visit
ropergreyell.com

THURSDAY, NOVEMBER 19

Morris J. Wosk Centre for Dialogue, SFU, Vancouver

Guest Presenters:

Mark Brown

Associate Chair of Mediation and Registrar, BC Labour Relations Board

Since February of 1996, Mark has held various positions at the B.C. Labour Relations Board. Mark was originally appointed as a Vice Chair. In March of 2001, he took on the dual role as Vice Chair and Mediator. He is the only person to have held such a dual role. Since 2002, Mark has held the positions of Manager of Mediation Services and Vice Chair, Registrar, and Associate Chair – Mediation. Mark is currently acting as the Associate Chair – Mediation and Registrar. Mark has also established a successful private mediation/arbitration practice. In November of 2008, Mark was a member of a six person tripartite delegation sponsored by the federal government to take part in the Canada – China Cooperative Activity in Industrial Relations in Beijing, China. Prior to joining the Board in 1996, Mark was employed in the health care sector for 10 years. Prior to that, Mark was employed by a national food service company negotiating collective agreements across Canada.

Malcolm Graham

Manager of Labour Relations, Metro Vancouver

Prior to his current appointment five years ago, Malcolm was a Senior Negotiator for Metro Vancouver, formerly called Greater Vancouver Regional District. He conducted bargaining on behalf of the Municipalities and related Employers in the lower Mainland over the previous 22 years, bargaining with CUPE, Police and Fire and representing 34 separate Employers. He has held the positions of Manager Occupational Health and Safety, Industrial Relations Officer (Chief Spokesperson) and Industrial Relations Analyst for the City of Calgary. Over his career he has bargained over 500 collective agreements. Malcolm began his career in the Labour Relations/ Human Resources field with MacMillan Bloedel, at the Chemainus Sawmill Division. He holds a Bachelor of Arts Degree from the University of Victoria and a Master of Arts degree from the University of Calgary

Richard Hart

Conflict Management Specialist, ProActive ReSolutions

Richard Hart has worked in the field of conflict management and dispute resolution since graduating from law school in 1988. Richard's work as a lawyer, mediator and arbitrator provided him with a firm foundation for his current position with ProActive ReSolutions, which focuses exclusively on helping organizations around the world to create respectful workplaces through training and incident management. He specializes in working with groups in high conflict, and frequently presents internationally on topics relating to workplace conflict. Richard is a civil mediator listed with the Mediation Roster Society of British Columbia, a member of various professional organizations including the Law Society of BC, the ADR Institute of Canada, the BC Arbitration and Mediation Institute, and the Canadian Association of Threat Assessment Professionals, and holds various designations, including that of Chartered Arbitrator.

Geoff Meggs

Vancouver City Councillor

Geoff was elected to Vancouver City Council in 2008. Prior to this, he served as Director of Communications in the Office of the Premier under Premier Glen Clark, and later served as Director of Communications and Executive Director of the BC Federation of Labour. He also worked as the Executive Assistant to Mayor Larry Campell, and in that role, worked on the 2010 Olympic and Paralympic Winter Games bid, the creation of Vancouver's supervised injection site, and the fight for financial investment for buses and rapid transit.



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THURSDAY, NOVEMBER 19

Morris J. Wosk Centre for Dialogue, SFU, Vancouver

Location

Morris J. Wosk Centre for Dialogue
580 West Hastings Street
(enter via Seymour Street courtyard entrance)
Vancouver, British Columbia V6B 1L6

The Wosk Centre for Dialogue is located in Vancouver's Heritage District, close to historic Gastown, Vancouver's theatres and sports arenas. Simon Fraser University's main downtown campus building of Harbour Centre is situated directly across the street, and the Segal Graduate School of Business is one block away. The city's principal transportation hub, Waterfront Station, is also one block away, providing access to the SeaBus, SkyTrain and West Coast Express.

Directions

Driving from Vancouver International Airport (YVR)

From the airport, proceed north along the Arthur Laing Bridge to Granville Street. Head north on Granville Street into downtown Vancouver. After crossing the Granville Street Bridge, take the Seymour Street exit and continue north on Seymour. Turn right into the Wosk Centre, just before reaching Hastings Street.

Parking

Public parking is available at many locations near the Centre. Street parking is free after 8 pm. The closest parking lot is across the courtyard; enter via Seymour Street.

Public Transit

Major public transit lines, the SeaBus, SkyTrain and WestCoast Express terminate at Waterfront Station, located in the historic CP Rail Station on Cordova Street, opposite [Simon Fraser University at Harbour Centre](#). Transit schedules can be found at www.translink.bc.ca. The Centre is also within easy walking distance of all street buses with a terminus in downtown Vancouver.



Local Accommodations

We've arranged preferred rates for our guests at a number of nearby hotels.

Please call our office for assistance with hotel bookings.