

GREATER VANCOUVER FIRE CHIEFS' ASSOCIATION PRESENTS:

# LABOUR RELATIONS SEMINAR



**WEDNESDAY, JANUARY 31, 2018**  
**EXECUTIVE AIRPORT PLAZA HOTEL, RICHMOND BC**

Join us to hear from a team of legal experts and labour relations specialists for insight and guidance on a broad range of current issues. We welcome all exempt Fire Officers and HR professionals from any industry, including local governments, that participate in labour negotiations.

[firewiseconsulting.com/labour-relations](http://firewiseconsulting.com/labour-relations)

# SPEAKERS



## JOHN W. SAUNDERS

John Saunders is a senior labour and employment lawyer in Hicks Morley's Toronto office. He has over 29 years of experience advising public and private sector employers on a wide range of labour and employment issues. John's practice includes collective agreement negotiations, rights and interest arbitrations, human rights applications, and wrongful dismissal litigation. John also has a particular expertise in municipal law with regard to fire and paramedic issues. He provides ongoing negotiation advice to fire

and paramedic departments on staffing, deployment, benefit issues, accommodation, mandatory retirement and presumptive disability legislation. He has also represented numerous municipalities in Coroner's Inquests, Judicial Inquiries into fatalities and interest arbitrations. John also works with employers in the healthcare, manufacturing, waste disposal, forestry, nuclear, property assessment and call centre sectors.



## JULIA NANOS

Julia Nanos is a labour and employment lawyer at Hicks Morley's Toronto office. 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. As an advocate, 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. Julia regularly advises municipalities with respect to their fire department labour and employment matters. She has represented municipal fire departments at grievance and interest arbitrations, and in collective bargaining negotiations with both volunteer and career fire unions. She also regularly speaks at fire services-related conferences.



## ADRIANA F. WILLS

Adriana is a partner at Harris, Western Canada's largest management-side employment and labour law firm. Adriana 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. Some of the specific services include policy development, daily advice regarding emerging issues, collective bargaining, training and advocacy. In terms of advocacy, Adriana is a

focused and effective litigator. She represents her clients' interests relentlessly and tirelessly. She has appeared before arbitrators and the Labour Board, the Human Rights Tribunal, the Supreme Court of British Columbia and the BC Court of Appeal. Adriana works with her clients in developing suitable and effective training programs for the first line supervisors and managers including knowledge of the Collective Agreement, developing professional work environments, ensuring supervisors and managers have the necessary tools to supervise, correct and, where necessary, take appropriate action.

SPEAKERS SUBJECT TO CHANGE WITHOUT NOTICE

# SPEAKERS



## DR. JEFF MORLEY

Jeff served as police officer in the RCMP where he worked in a variety of roles from uniform and plainclothes through to human resources, conflict resolution, change management and health services as well as in municipal and provincial detachments and on national initiatives. Jeff has also spoken across Canada on trauma issues in policing including to the Canadian Association of Chiefs of police, conducted many training sessions nationally on conflict resolution, trauma, CISM, resilience, and psychologically healthy workplaces.

In 2012 Jeff was awarded the Queen's Diamond Jubilee Medal for work in the area of trauma and resilience in policing. Since 2004 he has served as an Adjunct Professor in the Department of Counselling Psychology at the University of British Columbia, teaching Group Counselling, Advanced Group Counselling, Career Counselling, and Trauma Counselling.



## LISA SOUTHERN

Lisa Southern is a Barrister & Solicitor with Southern Law in Vancouver. Her unique experience as adjudicator, mediator, administrator, client and practicing lawyer allows her to bring a result-oriented approach to organizations' employment and labour law issues. Her talents are well suited to traditional approaches to resolving disputes, but her passion lies with applying alternative resolution methods. Lisa is a solver of problems. She will not be limited by the

obstacles, but prides herself on offering alternatives and resolutions to help find solutions to meet the need. Some of her services include workplace investigations, mediation and arbitration, labour and employment advice, workers' compensation advice, strategic organizational review, executive and employment contracts and policy development.



## RYAN COPELAND

Ryan is a partner at Roper Greyell where he provides strategic advice and representation to public and private sector clients in all areas of labour, employment and human rights law. Ryan assists employers in managing employee and labour-related risk through advice and consultation on matters such as harassment, absenteeism, health and safety and the drafting and interpretation of workplace policies and employment contracts. His process is to become a trusted partner in considering and providing solutions to long term

business objectives. Ryan also helps clients navigate through various litigation processes, including at the courts, labour arbitrations, labour boards, human rights tribunals, WorkSafeBC, and other administrative tribunals. Ryan represents clients as lead spokesperson at the bargaining table and as counsel at interest arbitrations. Ryan is attuned to his clients' business needs – allowing him to expertly negotiate the terms of collective agreements, and represent their interests at the bargaining table to avoid or resolve strikes, lockouts, and other action.

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# AGENDA

**WEDNESDAY, JANUARY 31, 2018**

- 08:00 Seminar Begins**
- 08:50 Welcome Message**  
*Tim Armstrong,*  
*Fire Chief & President of GVFCFA*
- 09:00 Survival of a Fire Chief: Management's Rights (you have some, use them) & Dealing with Council**  
*John Saunders & Julia Nanos*
- 10:00 Duty to Accommodate: Modified Duties & Disability Management for Firefighters**  
*Adriana Wills*
- 11:00 Post Traumatic Stress Injury - Expert**  
*Dr. Jeff Morley*
- 11:40 Post Traumatic Stress Injury - Law/Employer**  
*John Saunders & Julia Nanos*
- 12:00 Lunch**
- 13:00 Fire Bargaining Trends Across Canada: What's Coming to BC**  
*John Saunders & Julia Nanos*
- 14:00 Workplace Investigations: How to Conduct Successful Investigations and What Pitfalls to Avoid**  
*Lisa Southern*
- 15:15 Expert Local Related Content**  
*Ryan Copeland*
- 16:00 Closing Remarks, Feedback & Issues Arising**  
*Tim Armstrong & John Saunders*

# REGISTRATION

**\$249 + GST**  
includes lunch

**REGISTER ONLINE**  
[firewiseconsulting.com/  
labour-relations](http://firewiseconsulting.com/labour-relations)

# 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.



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