

TRUSTEE CONFERENCE REPORT

Name: Carla Johnson

Date Submitted: Apr 30, 2023

Name of Conference: OPSBA Labour Relations and HR Resources

Sponsoring Organization: WRDSB

Theme: Labour Relations and Human Resources

Conference Dates: April 27-28, 2023

Location: Toronto, ON

Workshops/Seminars/Presentations/Keynote Speeches Attended:

- **Keynote Speaker: Jason Lietaer**

President of Enterprise Canada

Negotiating labour contracts and disputes has become increasingly complicated with the polarization of the media and our communities. Social media has further complicated the ability to communicate. A key point that he made was when we are in any kind of crisis, we often focus on what we are going to say. Instead, he suggested we focus on what we are going to do about the crisis and craft our messaging around that action.

- **Investigating Sexual Harassment Complaints**

Presented by Dorian Persaud, Partner, Persaud Employment Law

Reports of sexual harassment require a Response team with a well defined approach to investigation that is guided by a lens of trauma. It is traumatic for victims of harassment and it is traumatic for those falsely accused of harassment.

There can be multiple partners that all need to do their own investigation: HR, Police, Children's Aid Society, etc. All people and policies must be seen as safe and trustworthy.

- **Co-Creation of Staff Wellness Programs**

Presented by Hamilton-Wentworth DSB Staff

- Lindsay Goerzen, Employee Support and WellNess Officer
- Lori Steacy, Manager, Employee Support and WellNess

The strategic development ensured wellness is more than just a department. It is thoughtfully woven into every policy and procedure.

- **A Focus on Social Media**

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Presented by Shibley Righton LLP

- Sheila MacKinnon, Partner
- Jessica Koper, Associate

VickiHouston, Superintendent, HR Greater Essex County DSB

Comments on social media toward education staff can have legal and financial ramifications. Several scenarios across the province were shared where legal action was taken against people who posted aggressive or threatening messages towards teachers or education staff on social media platforms.

● Introduction to Two Tier Provincial Collective Bargaining in the Education Sector

Presented by OPSBA Staff

Andrew Gold, Director of Labour Relations

Janet Edwards, Associate Director of Labour Relations

The collective bargaining process is multi-faceted and well laid out. It is imperative that each step get handled meticulously. It takes time to do it properly.

● Staff Census and Employment Systems Review

Presented by Greater Essex County DSB Staff

- Kim Speranza, HR
- Tana Turner, Consultant

The GEDCDSB conducted a staff census and employment systems review. Careful work was done around ensuring the information collection with an equity lens. They looked for more information from groups of people who have historically experienced persistent discrimination in the labour market and in society.