

TRUSTEE CONFERENCE REPORT

Name: Kathleen Woodcock

Date Submitted: May 5, 2022

Name of Conference: Education Labour Relations and Human Resources Symposium

Sponsoring Organization: Ontario Public School Boards' Association

Theme (if any): "Just When You Thought You'd Seen It All..."

Conference Dates: April 28, 2022

Location: Virtual

Workshops/Seminars/Presentations/Keynote Speeches Attended:

Public Education Panel

*Panelists: Isabelle Girard, Executive Director, ACEPO; Yves Levesque, Executive Director, AFOCSC; Nick Milanetti, Executive Director, OCSTA; Rusty Hick, Executive Director, OPSBA
Moderator: Lucia Reece, Director of Education - Algoma District School Board/Chair of CODE and PCODE*

The discussion centered on managing and reconciling the roles of Trustee/School Board Associations that act as advocates for public education, while also being responsible for collective bargaining.

Developing Productive Working Relationships with Senior Business Officials

Panelists: Graham Shantz, Coordinating Superintendent, HR and Equity Services, Waterloo Region DSB; Matthew Gerard, Coordinating Superintendent, Business Services, Waterloo Region DSB; Janice McCoy, Superintendent of HR, Ottawa Carleton DSB; Michael Carson, Chief Financial Officer and Superintendent of Facilities, Ottawa Carleton DSB

The panel offered their experiences and perspectives on how to develop and maintain productive working relationships between Human Resource and Business Departments, focusing in particular on the roles of the Senior Business and Senior Human Resources Officials, especially in preparation for collective bargaining.

We the North: Collective Bargaining in Northern Ontario School Boards

Presenters: Will Goodman, Superintendent, Education/Human Resources, Superior-Greenstone DSB and Frank Palumbo, Superintendent, Education/Human Resources, Algoma DSB

Northwestern Ontario is a vast region that is supported by a few regional school boards. Algoma DSB and Superior-Greenstone DSB are two publicly funded school boards that support students from K-12 between Thunder Bay and Sudbury. The presenters discussed the challenges and opportunities of bargaining in the north as they apply to unique local items, relationships and the effective stewardship of resources. They highlighted how local implementation is developed on central bargaining items to enhance the learning and functioning of schools.

COVID-19 Case Law Update

Presenters: Daniel B. Fogel, Partner, Hicks Morley Hamilton Stewart STorie LLP and Jordynne Hislop, Partner, Hicks Morley Hamilton Stewart Storie LLP

The presenters updated participants on the most current decisions concerning school boards' responses to the pandemic. They also reviewed recent and pending legislative changes that will have an impact on the labour relations/human resources landscape.

Making the Most of Conciliation and Mediation

Presenters: Alison Warran, Manager of Labour Relations, OPSBA and Greg Lon, Director (a), Dispute Resolution Services - Ontario Ministry of Labour, Training and Skills Development

The presenters examined conciliation and mediation under the *Labour Relations Act* and included practical tips for using these processes successfully as well as strategic considerations for engaging in conciliation and mediation.