

Employee well-being: legal and societal expectations for employers

Master of Ceremonies

Alissa Perry, Director, Labour Relations (she/her)
BC Public School Employers' Association



Alissa Perry is a lawyer with experience representing employers at arbitration, providing strategic negotiation and grievance management advice, developing and delivering training, and managing investigations. Prior to joining BCPSEA, Alissa provided labour relations and human resource services with a similar employers' organization in healthcare, and a large organization in Calgary. At BCPSEA, Alissa provides labour relations liaison advice and assistance to a group of school districts, as well as contributing expertise and advice on a wide range of initiatives including the Coordinated Legal & Arbitration Support Services program (CLASS).

Welcome and Overview

Bruce L. Anderson, Chief Executive Officer (he/him)
BC Public School Employers' Association



Bruce is the Chief Executive Officer for British Columbia Public School Employers' Association (BCPSEA). Bruce has more than 25 years of executive human resources and labour relations leadership experience.

Prior positions Bruce has held are: Executive Vice President & Chief Strategy Officer and Chief Human Resources Officer for the Corix Group of Companies, Executive Director of Human Resources for City of Toronto, and Executive Director of Human Resources for Simon Fraser University.

Bruce holds a Bachelor of Commerce from the University of Alberta, and a Master of Arts in Labor and Industrial Relations from the University of Illinois at Urbana-Champaign. He also holds his professional designation as a Certified Human Resources Executive (CHRE).



Greetings from the Minister of Education and Child Care

Honourable Rachna Singh, Minister of Education and Child Care
Ministry of Education and Child Care



Rachna Singh was elected as the BC New Democrat MLA for Surrey-Green Timbers in May 2017 and re-elected in October 2020. She served as the Parliamentary Secretary for Anti-Racism Initiatives where she led the development of the Anti-Racism Data Act, and as a member of the Special Committee to Reform the Police Act.

Rachna moved from India to Canada in 2001 and chose Surrey to build a better life for her young family.

She has worked as a drug and alcohol counsellor, a support worker for women facing domestic violence, and a community activist.

Rachna has two children and is married to radio journalist Gurpreet Singh.

Keynote: Human Rights obligations for employers

Delayne Sartison, K.C., Founding Partner
Roper Greyell LLP



Delayne is a founding partner of Roper Greyell. A trusted advisor, negotiator and advocate, she advises employers on all aspects of management-side labour, employment and human rights issues in the workplace.

Delayne is a creative yet focused lawyer who efficiently and effectively applies her vast experience to address a wide variety of workplace law challenges facing both public and private organizations. She thrives on partnering with her clients to achieve the best possible outcomes, whether

through negotiation, mediation or litigation.

Particularly known for her experience in health sector labour relations, and advising on the application of the Canadian Charter of Rights and Freedoms to collective agreements and collective bargaining, Delayne has also worked with clients on restructuring within the contexts of contracting out work where union agreement restrictions apply, and in the sale or transfer of a business. Other areas of focus include accommodating employees with disabilities (including mental health and addiction challenges), sensitive workplace harassment and conflict, labour arbitration, managing and planning for change in a unionized environment, and bargaining unit structure.



Jennifer Devins, Partner

Roper Greyell LLP



Jennifer is a partner at Roper Greyell where she advises employers in all areas of labour and employment law, including human rights and privacy law in the workplace.

Jennifer provides strategic advice regarding the management of workplace legal issues in both unionized and non-unionized environments. Jennifer's clients include school boards, post secondary institutions, municipalities, technology companies and retailers.

Clients can draw from Jennifer's depth of experience. She has managed cases involving constitutional novel and sensitive issues, particularly those related to harassment, human rights, school law and the *Charter of Rights and Freedoms*. Responsive, efficient and knowledgeable, Jennifer has represented her clients before the Supreme Court of Canada, all levels of court in British Columbia, the Labour Relations Board, the Human Rights Tribunal, and labour arbitrators. Jennifer is also frequently retained as an independent investigator on complex complaints of misconduct, bullying, harassment or assault.

Jennifer is a frequent speaker and writer on a variety of labour and employment law topics, particularly in the areas of human rights, duty to accommodate, and employee medical information.

Duty to Accommodate

Jennifer A. Hogan, Associate Counsel

Roper Greyell



Jennifer Hogan is an Associate Counsel at Roper Greyell where she advises and represents employers in all areas of labour and employment law, including human rights law.

Once a collegiate soccer player, Jennifer's approach is defined by her strong work ethic and team-centered approach. She strives for excellence on behalf of her clients with a keen focus on providing creative and cost-effective solutions to workplace problems. She also believes in being proactive and providing clients with the necessary tools to help them navigate the law to effectively manage workplace

issues.

Jennifer represents management in various sectors including municipalities, educational institutions and forestry companies. She supports clients on a number of WorkSafeBC-related matters, including workplace health and safety, administrative penalties and fines, and workplace inspections. Jennifer also offers advice and representation on issues related to the maintenance and termination of the employment relationship, including performance management and post termination obligations. She also has experience in resolving a wide range of collective agreement disputes, including contracting out, dismissal and disciplinary matters and job competition grievances.



Jaime H. Hoopes, Associate

Roper Greyell, LLP



Jaime is an associate at Roper Greyell, practicing in all areas of employment and labour law with a focus on human rights, litigation, and privacy law.

A strong advocate for his clients, Jaime has appeared before judges, arbitrators and adjudicators at all levels of court in British Columbia. Jaime thoroughly enjoys the humanistic aspect of workplace law, stemming from a lifelong interest in psychology and human behaviour.

Clients appreciate Jaime's knowledge of various industries, passion for advocacy and know they can depend on him to find practical solutions to complex workplace problems.

Prior to joining Roper Greyell, Jaime practiced at a boutique Vancouver firm specializing in workplace law. Other roles Jaime has held include working as a labour relations consultant for a large post-secondary institution.

Performance reviews for exempt staff

Chris Beneteau, Executive Director, Employee Relations and Sector Initiatives
BC Public School Employers Association



Chris Beneteau is an experienced labour, employment, and human rights lawyer and labour relations leader. Chris leads an expert team responsible for the delivery of a wide range of BCPSEA services, including exempt compensation, recruiting, occupational health and safety, workplace health promotion, information and data, and CLASS.

Working with People: LR101 for Trustees

Leanne Bowes, Executive Director, Labour Relations (she/her/hers)
BC Public School Employers' Association



Leanne Bowes leads the collective bargaining team and is responsible for all aspects of both the teacher and support staff provincial tables. She is the spokesperson at provincial tables and coordinates support of the local tables. Leanne was called to the bar in 2008 (NSW, Australia) and 2019 (BC, Canada).

Leanne believes in focusing on building respectful relationships and has a talent for being candid but kind in bargaining. She is well respected by both employer and union leaders across the sector.



Carmen Batista, Director of Human Resources and Labour Relations
BC School Trustees Association



Carmen Batista has dedicated her career to public education and has worked in the education sector since 1988. Her previous roles include teacher, administrator, and Associate Superintendent in a large urban school district. Carmen has transitioned to a more provincial perspective and is currently the Director of Human Resources and Labour Relations for the British Columbia School Trustees Association. Her previous experiences have served her well in understanding both the employee and employer perspectives.

Culture, Protection and Productivity

Cori Maedel, Founder & CEO (she/her/hers)
The Jouta Performance Group



Cori Maedel is a Vancouver-based entrepreneur with over thirty years of experience in human resources, and Found & CEO of The Jouta Performance Group, an industry leader in outsourced HR consulting and coaching. Jouta has partnered with 400+ teams across 30+ industries to complete 1,200 + HR projects, helping these organizations strengthen their business practices and build a better tomorrow.

Cori is also a Certified Executive Coach, who is passionate about helping people reach individual and corporate goals.

Race-Based Harassment and Unconscious Biases

Kristen Woo, Legal Counsel (CLASS) (she/her)
BC Public School Employers' Association



As BCPSEA's in-house Legal Counsel, Kristen Woo (she/her/hers) handles grievance arbitrations, labour board hearings, and related processes. Prior to working at BCPSEA, Kristen practised labour, employment, human rights, and privacy law at Fasken Martineau DuMoulin LLP and served as Director of the Human Rights Office at Simon Fraser University. She has experience with disputes before labour arbitrators, the B.C. Labour Relations Board, the B.C. Human Rights Tribunal, the B.C. Employment Standards Branch, the Office of the Information and Privacy Commissioner for British Columbia, the Office of the Privacy Commissioner of Canada, and all levels of court in British Columbia.



Keynote: Psychological Safety at Work

Dr. Marie-Hélène Pelletier

Leadership Resilience and Burnout Psychologist



Dr. Pelletier is a highly accomplished speaker (50+ speeches/year), merging business management and psychology to champion leadership resilience and workplace health. With extensive experience in corporate, insurance, governance, and public sectors, she offers national and international perspectives on mental health as a key pillar of overall well-being. As a work psychologist with over 20 years of expertise in clinical and workplace psychology, she holds a Ph.D. and an MBA from the University of British Columbia. Dr. Pelletier's impressive career includes spearheading mental health strategies for Sun Life Financial, where she was also the Assistant Vice-President of Workplace Health. Dr. Pelletier

has been coaching executives for two decades and has been featured in Forbes and Fast Company. Her dynamic presentations inspire and educate, making her a trusted authority in the field by Fortune 500 companies, governments and corporations.

Employee Conduct on social media outside of work

David Woolias, Partner

Harris & Company LLP



David is a partner in Harris & Company's K-12 team and advises all aspects of employment, labour relations and human rights law. This includes advising on, drafting and negotiating contracts of employment and independent contractor agreements, collective agreements, policies and other materials relating to terms and conditions of employment. David also regularly represents Districts in grievance arbitrations and before the human rights tribunal. David is a recommended lawyer in the area of employment law by the Canadian Legal Lexpert Directory, was awarded the University Medal in Law by the Australian National University for his academic achievements,

and is qualified to practice both in Canada and Australia.

Kristina Draskovic, Associate

Harris & Company LLP



Kristina advises public and private sector employers on employment, labour, human rights, and civil litigation matters. She strives to provide effective, timely and proactive solutions for her clients. Kristina has experience in formal and alternative dispute resolution processes. She has prepared submissions for matters before the Human Rights Tribunal, Labour Relations Board, BC Supreme Court, BC Court of Appeal, Federal Court and the Federal Court of Appeal. Kristina has acted as co-counsel for a number of school districts in labour arbitrations, human rights matters, and appeals before the Labour Relations Board. Kristina also advises school

districts with respect to policy drafting and accommodation matters.



Case Law Update

Sari Wiens, Partner
Harris & Company LLP



Sari has practiced for over 20 years in the areas of labour relations, human rights, and employment law. She defends employers before arbitration boards, human rights tribunals, labour relations boards and other administrative tribunals, and at the Supreme Court of British Columbia and the BC Court of Appeal.

In her labour practice, she works primarily with public sector clients ranging from boards of education and health authorities to transportation authorities and post-secondary institutions, as well as non-profit societies and private sector clients within the healthcare field. Believing in a preventative approach, Sari presents regularly at seminars and conferences on education law, labour, employment and human rights issues.

In her education practice, Sari advises boards of education, independent schools and post-secondary institutions on a broad range of issues involving students, parents, employees and board governance matters.

Governance for Trustees Panel

Alan Chell, Board Chair
BC Public School Employers' Association



School District No. 19 (Revelstoke)

- BCPSEA Board Chair
- BCPSEA Finance Committee Member

Eve Flynn, BCPSEA Director
BC Public School Employers' Association



School District No. 69 (Qualicum)

- BCPSEA Finance Committee Chair



Dawn Lang, BCPSEA Director
BC Public School Employers' Association



School District No. 8 (Kootenay Lake)
BCPSEA Finance Committee Member

Shirley Wilson, BCPSEA Vice-Chair
BC Public School Employers' Association



School District No. 34 (Abbotsford)
BCPSEA Board Vice-Chair
BCPSEA Governance Committee Member

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Lindsie M. Thomson
Managing Partner, Harris & Company



Lindsie is the managing partner of Harris & Company, Western Canada's leading workplace law firm. Harris has a long history of supporting school boards in their interactions with staff, students and parents. Lindsie came up through the ranks at Harris and was mentored by Eric, Wendy, Terri and Judy – the original titans of education law in BC. In addition to a full workplace law practice, Lindsie has an established education law practice, representing employers in both the K-12 and post-secondary sectors in sectorally significant arbitration cases and advising boards on school act matters.



Neurodiversity at Work

Dr. David Worling, Registered Psychologist
Director, Westcoast Child Development Group & Spectrum Works Consulting Group



Dr. Worling holds a Ph.D. from the Ontario Institute of Studies in Education (University of Toronto) and has worked extensively with individuals on the Autism Spectrum for the past 25 years in Toronto and Vancouver. He co-founded the Westcoast Child Development Group in 2003. Dr. Worling has held academic affiliations with the Psychology Clinic at SFU and has been a Sessional Instructor, teaching a course on autism, with the Psychology Department at UBC. David was a Qualified Specialist affiliated with the British Columbia Autism Assessment Network for a number of years and provides workshops, training, and presentations regarding ASD and mental health. Dr. Worling acts as a consultant to a number of groups including the Online Mental Health & Autism Project Advisory Committee and the Centre for Interdisciplinary Research and Collaboration in Autism (CIRCA). In response to his maturing clinical population, he began advocating for employment issues, mental health, and autism and has developed a number of unique intervention protocols and founded the Spectrum Works Consulting Group in 2015.

Ministry Recruitment Update – Workforce planning strategy

Linda Beddouche, Director, Labour Relations
Ministry of Education



Linda is originally from France where she obtained her master's degree in language education. She came to BC in 2008 and taught in both the French Immersion and Francophone system. She initially joined the Ministry of Education and Child Care to work on the redesign of BC's curriculum, and then became the Director of the French Education Branch. She is now the Director of Workforce Development. Her portfolio includes the development of workforce and leadership strategies to enable greater equity and diversity across the K-12 education system and further improve student outcomes.