

Twenty-Seventh Annual Police Employment Conference Emerging Issues and Legal Developments 2018

February 26-27, 2018
Sheraton Parkway Toronto North



CONFERENCE AGENDA

Useful Information for Conference Delegates



Sheraton Parkway Toronto North
9005 Leslie Street, Richmond Hill, ON 905.881.2121
Grand York A



Breakfast and lunch will be provided in **Grand York B** both days of the conference. Delegates are responsible for their own dinner. There is a restaurant in the hotel and several options in the vicinity.

The Hospitality Suite is located in the **Markham Room** from 6:00-11:00 p.m. on Sunday, February 25, and Monday, February 26.



Delegates can pick-up their nametags and copies of the agenda:

- **Sunday, February 25** from 5:00-8:00 p.m. (**Markham Room**)
- **Monday, February 26** from 7:30-8:30 a.m. (**Grand York A**)



Delegates will receive all conference materials (speaker bios, conference papers, etc.) on a USB stick when they complete registration.



Please be advised that conference sessions will be photographed and recorded on video for use in PAO Magazine, on the PAO website, on social media, and other PAO marketing materials. If you have concerns, please email communications@pao.ca.



WiFi will be available during the conference. The password will be available at all tables.



We're social. Keep the conversation with colleagues going on social media throughout the conference using [#EmployConf2018](https://twitter.com/PoliceAssocON) (@PoliceAssocON)



Your feedback is important to us. Please take a moment to complete the survey that will be sent to you after the conference.

Conference Co-Chairs:



Richard Baldwin
Mathews, Dinsdale & Clark LLP



Nini Jones
Paliare Roland Rosenberg Rothstein LLP



Ian J. Roland
Paliare Roland Rosenberg Rothstein LLP

Sponsors:



Day 1 – Monday, February 26, 2018

8:45 a.m.



Bruce Chapman – Opening Remarks
President, Police Association of Ontario (PAO)

8:50 a.m.



Hon. Kevin Flynn
Minister of Labour

- **Everything You Wanted to Know About Bill 175 – What’s Coming in Discipline, Oversight, Disability Management, and Much More**
- **Human Rights Update – The Year in Review**
- **Marijuana and the Police Workforce**

- 9:00 a.m. **BILL 175: PRIMERS AND PREDICTIONS**
Lynda Bordeleau, Sarah Diamond, Michael Duffy, Jason Fraser, James Girvin
- An overview of key aspects of the new Police Services Act and related legislation, including:
 - Changes to disability management;
 - Police discipline;
 - The expanding role of the SIU;
 - The legislative push to increase contracting out of Association work; and
 - The expansion of the roles of special constables
 - What will these changes mean for police and civilian members, Police Associations, Police Services Boards, and Police Chiefs?
 - What amendments can we expect?
 - What will the future, under Bill 175, look like for Police Associations and Police Employers?

10:15 a.m. **BREAK**

10:30 a.m. **BILL 175: PRIMERS AND PREDICTIONS (continued)**

11:15 a.m. **PANEL DISCUSSIONS & QUESTIONS**
Lynda Bordeleau • Sarah Diamond • Michael Duffy • James Girvin • Marco Visintini • Nini Jones

12:00 p.m. **LUNCH**

1:15 p.m. **HUMAN RIGHTS UPDATE – THE YEAR IN REVIEW**
Elizabeth Keenan, Jodi Martin

- What are the latest developments and leading cases in the area of human rights law?
- What are the implications for Police Associations and Police Employers?

2:15 p.m. **PANEL DISCUSSIONS & QUESTIONS**
Jodi Martin • Elizabeth Keenan • Rick Baldwin

2:45 p.m. **BREAK**

3:00 p.m. **MARIJUANA AND THE POLICE WORKPLACE**
Mark Contini, Donald Eady, Dr. Benedikt Fischer

- Are there differences in the approach to medical marijuana and recreational marijuana in the context of employment?
- What are the challenges for police employers in the context of legal marijuana?
- What is the framework for employer-implemented drug testing programs?

4:00 p.m. **PANEL DISCUSSIONS & QUESTIONS**
Mark Contini • Donald Eady • Dr. Benedikt Fischer • Ian Roland

Day 2 – Tuesday, February 27, 2018

- **Managing PTSD – Impacts on Workforce, Budget and Operations**
- **Addiction and Disclosure Policies After Elk Valley**
- **Amendments to the Employment Standards Act**
- **Collective Bargaining in 2018 and Beyond**

9:00 a.m. **MANAGING PTSD – IMPACTS ON WORKFORCE, BUDGET AND OPERATIONS**

Craig Lawrence

- What are the challenges of managing PTSD on police budgets and operations?
- How has presumptive legislation changed the workplace?

9:30 a.m. **ADDICTION AND DISCLOSURE POLICIES AFTER ELK VALLEY**

Patrick Nugent, Sonia Regenbogen

- The Supreme Court of Canada's decision in Elk Valley seems to have changed the law for employees with addictions – what does it say?
- Has the law changed and what should Police Associations and Police Employers do now?
- What has the impact been of this decision, so far?

10:30 a.m. **BREAK**

10:45 a.m. **EMPLOYMENT STANDARDS ACT AMENDMENTS**

Ian Roland, Daina Search

- Bill 148 has made substantial amendments to the Employment Standards Act, which sets minimum standards for employees in Ontario, including civilian employees of Police Employers.
- What are the key changes for Police Associations and Police Employers to be aware of and what impact will they have on collective agreements?

11:45 a.m. **PANEL DISCUSSIONS & QUESTIONS**

Craig Lawrence • Patrick Nugent • Sonia Regenbogen • Ian Roland • Daina Search • Nini Jones

12:15 p.m. **LUNCH**

1:30 p.m. **COLLECTIVE BARGAINING IN 2018 AND BEYOND**

Nini Jones, Rick Baldwin

- What are the current trends and issues in collective bargaining?
- Bargaining in a post-Bill 175 world: what should Association's and Employer's prioritize and where can they find common ground?

2:15 p.m. **PANEL DISCUSSIONS & QUESTIONS**

Rick Baldwin • Nini Jones • Ian Roland

Speakers:

Richard Baldwin
Mathews, Dinsdale & Clark LLP

Nini Jones
Paliare Roland Rosenberg Rothstein LLP

Ian J. Roland
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Jason Fraser
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Senior Scientist, Institute for Mental Health Policy Research, Centre for Addiction and Mental Health (CAMH); Chair in Addiction Psychiatry & Professor, Department of Psychiatry, University of Toronto

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