

## Reforming B.C.'s Labour Relations Code

Members from the Review Panel will discuss their findings and their key recommendations to reform the Labour Relations Code. Their report, titled 'Recommendations for Amendments to the Labour Relations Code' cover a wide range of topics such as:

- union certification
- successorship
- arbitration procedures
- dispute resolution
- unfair labour practices
- filing collective agreements

**Monday, January 14, 2019**

### THE PANEL:

#### **Michael Fleming**

Michael was called to the bar in 1989. He has over 20 years of experience as an impartial third party, adjudicating and resolving disputes in a wide range of sectors in B.C. and the Yukon, including the public service, Crown corporations, education, transportation, construction, television and film, forestry, pulp and paper, and manufacturing. He has extensive experience in designing and implementing dispute resolution processes involving multiple parties. Michael has held a number of positions with the Labour Relations Board, including Vice-Chair from 1997 to 2002 and Associate Chair of both adjudication and mediation between 2002 and 2012. Michael also served as an adjudicator with the Yukon Public Service Labour Relations Board and Teachers Labour Relations Board (2012-2016) as well as Director of the Container Truck Dispute Resolution Program (2012-2016).

#### **Barry Dong**

Barry was called to the British Columbia bar in 1980 and practices exclusively in the areas of labour, employment, human rights and administrative law, representing clients before federal and provincial labour and administrative tribunals, arbitration boards and panels, in court and in collective bargaining and negotiations. Barry also represents clients in a number of sectors, including the transportation, technology, construction, film and TV, and service industries. In addition to his advocacy practice, Barry's representation of clients includes providing practical labour and employment business advice, and presenting seminars and training workshops.

#### **Sandra Banister, QC**

Sandra has practised labour law and civil litigation for over 35 years. She has represented clients from both the public and private sectors and has appeared at all levels of court in British Columbia, labour arbitrations, the British Columbia Labour Board and the Human Rights Tribunal. In 2011, her ability and achievements in the legal profession were acknowledged when she was designated Queen's counsel, and she is recognized in the Best Lawyers peer review. Sandra regularly volunteers with organizations providing ongoing legal education. She is a speaker at many seminars and conferences and designed the British Columbia labour law course at the Canadian Labour Congress winter school, where she has taught it since 1985.

#### **Tom Roper, QC (Moderator)**

Tom specializes in strategic planning and counsel work. Tom's extensive, detailed knowledge base enables him to solidly and effectively represent clients in the public, private sectors and professional associations. In 1992, Tom was appointed by the Minister of Labour as part of a three-person panel that reviewed and proposed revisions to the current BC Labour Relations Code. He has written numerous articles, has lectured for Continuing Legal Education and is invited regularly to speak on labour and employment law matters.

**Updated: This dinner meeting is eligible for 1 hour of Continuing Professional Development credit from the Law Society of BC**

**NEW VENUE:** This meeting will be at the **Coast Coal Harbour Hotel at 1180 West Hastings, Vancouver, BC.** A no host bar opens at 5:30pm with dinner at 6:30pm. Reservations and requested seating arrangements can be made using the enclosed form. Admission without a reservation will not be guaranteed and is more expensive. For further information, e-mail [bcira@sauder.ubc.ca](mailto:bcira@sauder.ubc.ca)