

Now in its  
14<sup>th</sup> Year!

# THE OSGOODE CERTIFICATE IN LABOUR LAW

## PROGRAM DIRECTOR

John D.R. Craig  
Mathews, Dinsdale & Clark LLP  
and Assistant Professor, Faculty of  
Law, Western University

## REGISTRATION DETAILS

February 26, March 5, 19, 26  
and April 2, 2025:  
Online (Live)  
9:00 a.m. – 4:30 p.m. ET

*Can't make the date?  
Registration includes 120-day  
unlimited, online access to the  
recorded program.*

Register today at:  
[osgoodepd.ca/  
labour-cert](https://osgoodepd.ca/labour-cert)

Learn from leading experts representing management, union and government – a Certificate program with emphasis on the practical.

Over five intensive one-day modules, you'll drill down into the key areas in labour law, including:

- Union organizing and applications for certification
- Collective bargaining
- Grievance arbitration: protecting rights and resolving conflicts
- Workplace investigations in unionized environments
- The law of industrial conflict
- Sale, transfer or closure of the business – implications in a unionized environment
- Key workplace privacy issues – what you need to know



# The Osgoode Certificate in Labour Law

*Discover why 450+ of your peers have completed this practical, award winning program.*

Register today at:  
[osgoodepd.ca/  
labour-cert](https://osgoodepd.ca/labour-cert)

Celebrating its 14<sup>th</sup> anniversary, the *Osgoode Certificate in Labour Law* is an unrivalled resource for navigating this complex and challenging field.

**All key areas are covered, including:**

- Overview of the statutory and regulatory regimes
- The different models of collective bargaining in Ontario
- When collective bargaining fails: dispute resolution models
- How to protect rights and resolve conflicts in grievance arbitration
- Restructuring unionized environments
- Tools and strategies for conducting workplace investigations
- The law of industrial conflict, including lock-outs and back-to-work legislation
- Obligations and strategies for protecting privacy in the workplace

A distinguished faculty of experts drawn from management, union, government and academia will impart essential legal information, insights, strategies and tactics.

This Certificate program provides a rare opportunity to see the big picture and how it applies to frequently-encountered and perennially-vexing situations – ensuring that you are well-equipped to deal with the daily challenges coming across your desk.



## Past attendees say it best:

*“This is a very well-presented program which not only provides a high-level overview of labour law fundamentals but also allows you to interact with expert professionals who “live” in this sector. I recommend the program to anyone who deals with labour challenges on a daily basis. A big thank you to John Craig and all of the wonderful speakers over the weeks, a fantastic job. I look forward to future Osgoode programs.”*

**Eric Maxemuck**  
Health, Safety & Environmental Manager, Archer Daniels Midland Company

*“Love the fact that the program is [available] online. The fact that you can receive this kind of professional development at home is amazing.”*

**Julianna Naccarato**  
Human Resources Business Partner, Cornwall Community Hospital

Register today at:

[osgoodepd.ca/labour-cert](https://osgoodepd.ca/labour-cert)

## Who Should Attend

- VPs, Directors and Managers of Labour Relations
- VPs, Directors and Managers of Human Resources
- Union Presidents, Officials, Business Agents, Stewards and Committee Members
- In-House Counsel
- Lawyers in Private Practice
- Labour Relations Consultants
- Mediators, Arbitrators and Conciliators
- Government Representatives

Drawing on the expertise and experience of a distinguished faculty, including:

## Program Director



**John D.R. Craig**

Mathews, Dinsdale & Clark LLP and  
Assistant Professor, Faculty of Law,  
Western University

## Advisory Board

**Diane Gee**

Mediator/Arbitrator

**Donald B. Jarvis**

Filion Wakely Thorup Angeletti LLP

**Brian G. Johnston K.C.**

Stewart McKelvey (Halifax, N.S.)

**Caroline (Nini) V. Jones**

Jones Pearce LLP

Register today at:

[osgoodepd.ca/  
labour-cert](https://osgoodepd.ca/labour-cert)

## Program Faculty

**Sharan K. Basran**

Chief Legal Officer, Counsel,  
Ontario Nurses' Association

**Keith P. Burkhardt**

Sherrard Kuzz LLP

**Amanda P. Cohen**

Hicks Morley Hamilton Stewart Storie LLP

**John D.R. Craig**

Mathews, Dinsdale & Clark LLP

**Donald K. Eady**

Paliare Roland Rosenberg Rothstein LLP

**Katherine Ferreira**

Koskie Minsky LLP

**Sundeep A. Gokhale**

Sherrard Kuzz LLP

**Professor Rafael Gomez**

Director of the Centre of Industrial  
Relations and Human Resources,  
University of Toronto

**Aminah Hanif**

Cavalluzzo LLP

**Donald B. Jarvis**

Filion Wakely Thorup Angeletti LLP

**Michael J. Kennedy**

Hicks Morley Hamilton Stewart Storie LLP

**Mathias Link**

Fasken Martineau DuMoulin LLP

**Madeleine Loewenberg**

Loewenberg Psarris Workplace Law LLP

**Jodi Martin**

Paliare Roland Rosenberg Rothstein LLP

**Brendan McCutchen**

Wright Henry LLP

**Joseph K. Morrison**

Mathews, Dinsdale & Clark LLP

**Julia M. Nanos**

Hicks Morley Hamilton Stewart Storie LLP

**Ted Panagiotoulis**

Seabrook Workplace law

**Lauren Pearce**

Jones Pearce LLP

**Christopher Pigott**

Fasken Martineau DuMoulin LLP

**Michael S. Richards**

DLA Piper (Canada) LLP

**Natasha Savoline**

Bernardi Human Resource Law LLP

**Kate Shao**

Paliare Roland Rosenberg Rothstein LLP

**Jordan D. Simon**

Ogletree Deakins

**Krista Siedlak**

Turnpenney Milne LLP

# Agenda

## MODULE 1

February 26, 2025  
9:00 a.m. – 4:30 p.m.  
Labour Law Foundations

### Overview of the Statutory and Regulatory Regime

- Main elements (e.g. certification, negotiation, contents and operations of collective agreements, termination of bargaining rights, successor rights)
- Employees, independent contractors, employers and unions
- Key labour law statutes
- The constitutional framework
- Division of powers: Federally vs. provincially-regulated employers
- Application of the *Charter* (e.g. s. 2(d))
- Construction vs. industrial labour relations
- Sector-specific labour relations
- Agricultural employees, Crown employees, hospitals, teachers, colleges, emergency services

### Union Organizing and Applications for Certification

- Union density statistics: where is unionization increasing or decreasing?
- Union organization in the construction sector
- Unfair labour practices, including automatic certification
- Remedies for unfair labour practices
- Interim relief
- Vote vs. card-based certification systems
- Displacement applications
- Termination applications

- Decertification processes
- Impact of COVID-19 on Labour Law

## Faculty

### John D.R. Craig

Mathews, Dinsdale & Clark LLP

### Sundeep Gokhale

Sherrard Kuzz LLP

### Brendan McCutchen

Wright Henry LLP

### Christopher Pigott

Fasken Martineau DuMoulin LLP

### Ted Panagiotoulis

Seabrook Workplace Law

## MODULE 2

March 5, 2025  
9:00 a.m. – 4:30 p.m.  
Collective Bargaining

- First contract arbitration
- Public sector vs. private sector bargaining
- Overview of different models of collective bargaining in Ontario
  - Single employer/single union (e.g. university sector)
  - Voluntary multi-employer/union by union (e.g. hospital sector)
  - Central bargaining by type of employee (e.g. colleges)
  - Co-ordinated bargaining (e.g. emergency services)
  - Province-wide bargaining (e.g., construction)
- The importance of pay equity in collective bargaining
- The role of government in collective bargaining

- When collective bargaining fails: dispute resolution models

## Faculty

### John D.R. Craig

Mathews, Dinsdale & Clark LLP

### Keith P. Burkhardt

Sherrard Kuzz LLP

### Katherine Ferreira

Koskie Minsky LLP

### Jodi Martin

Paliare Roland Rosenberg Rothstein LLP

### Julia M. Nanos

Hicks Morley Hamilton Stewart Storie LLP

## MODULE 3

March 19, 2025  
9:00 a.m. – 4:30 p.m.  
Grievance Arbitration: Protecting Rights and Resolving Conflicts

- Overview of the grievance and arbitration system in Ontario
- S. 49 of the *Labour Relations Act*: referral of grievance to a single arbitrator
- Jurisdiction of arbitrators
- S. 133 of the LRA: referral of grievances to the Ontario Labour Relations Board
- Emerging models of grievance arbitration: e.g. PWU and OPG expedited systems
- Litigating human rights claims at arbitration
- Arbitration vs. mediation
- Is the arbitration process dysfunctional? If so, what reforms are possible?



## Faculty

### Amanda P. Cohen

Hicks Morley Hamilton Stewart Storie LLP

### Prof. Rafael Gomez

Director of the Centre of Industrial Relations and Human Resources, University of Toronto

### Michael J. Kennedy

Hicks Morley Hamilton Stewart Storie LLP

### Madeleine L.S. Loewenberg

Loewenberg Psarris Workplace Law LLP

### Lauren Pearce

Jones Pearce LLP

### Kate Shao

Paliare Roland Rosenberg Rothstein LLP

### Jordan D. Simon

Ogletree Deakins

## MODULE 4

March 26, 2025

9:00 a.m. – 4:30 p.m.

### Workplace Investigations In Unionized Environments

- The role and parameters of the union in a workplace investigation
  - Is there a right to union representation?
  - What are the parameters of involvement for a union in the investigative process?
  - The union's duties throughout the investigation
  - Best means of balancing competing interests within the bargaining unit
  - Role of the Ministry of Labour: the relationship between workplace and Ministry investigations
- The investigative process
  - Tips for pre-screening complaints

- Objectives of the investigation
- Role of advisors
- Use of experts
- Role of the investigator
- Preparing an investigation plan
- Surveillance
- Interviewing
  - Listening skills
  - How to handle difficult witnesses
  - The right questions
  - Confidentiality and privacy issues
  - Internal biases
  - Off-the-record statements
- Making a finding and preparing a report
  - Assessing credibility
  - Burden of proof
  - Similar fact evidence
- Post-investigation considerations
  - Remedies to consider
  - What if the complaint is malicious?
  - Preventing retaliation and further incidents
- Litigation
  - What aspects of an investigation might an employer be ordered to produce if the issue goes to arbitration?

## Faculty

### Sharan K. Basran

Chief legal Officer, Counsel, Ontario Nurses' Association

### Mathias Link

Fasken Martineau DuMoulin LLP

### Natasha Savoline

Bernardi Human Resource Law LLP

### Krista Siedlak

Turnpenney Milne LLP

### Michael S. Richards

DLA Piper (Canada) LLP

## MODULE 5

April 2, 2025

9:00 a.m. – 4:30 p.m.

### Restructuring Unionized Environments: Sale, Transfer or Closure of the Business/ The Law of Industrial Conflict/ Workplace Privacy

#### Restructuring Unionized Environments

- Sale of a business
- Related employers
- Sale of a business involving the Crown
- Sale or transfer involving employers in two different jurisdictions

#### The Law of Industrial Conflict

- Cease-and-desist applications
- Labour dispute injunctions under the *Courts of Justice Act*
- Use of back-to-work legislation
- Right to strike/lockout
- Picketing: Charter protection and limits

#### Workplace Privacy

- Origins of the right to privacy
- Key workplace privacy issues today
- Privacy in arbitration

## Faculty

### John D.R. Craig

Mathews, Dinsdale & Clark LLP

### Donald K. Eady

Paliare Roland Rosenberg Rothstein LLP

### Aminah Hanif

Cavalluzzo LLP

### Donald B. Jarvis

Filion Wakely Thorup Angeletti LLP

### Joseph K. Morrison

Mathews, Dinsdale & Clark LLP

# Registration Details

**Fee per Delegate: \$4,495 + TAX**

**Newly Licensed\*: \$2,247.50 + TAX**

*\*This fee applies to newly licensed regulated professionals within the past 2 years*

Fee includes program registration, electronic program materials and 120-day unlimited online access to program archive. Group discounts are available. Visit [www.osgoodepd.ca/group-discounts](http://www.osgoodepd.ca/group-discounts) for details.

## Financial Assistance

This program is eligible for OSAP funding. Federal and provincial job grants may be available. You may also apply for financial assistance with OsgoodePD. To learn more, visit: [www.osgoodepd.ca/financial-assistance](http://www.osgoodepd.ca/financial-assistance)

## Program Changes

We will make every effort to present the program as advertised, but it may be necessary to change the date, location, speakers or content with little or no notice. In the event of program cancellation, York University's and Osgoode Hall Law School's liability is limited to reimbursement of paid fees.

## Cancellations and Substitutions

Substitution of registrants is permitted prior to the start date of the program. If you are unable to find a substitute, a full refund is available if a cancellation request is received in writing 21 days prior to the start of the program. If a cancellation request is made with less than 21 days notice, a \$250 administrative fee will apply per person. Within 7 days of the program start date, no refund is available. Payment is required to receive access to the program.

## For Further Program-Related Information please contact:

David Thomas, Program Lawyer at 416 270 7316 or [dthomas@osgoode.yorku.ca](mailto:dthomas@osgoode.yorku.ca)

---

# Certificate Requirements

To receive an Osgoode Certificate, you must view all program modules (either live or archived) and pass the post-program multiple choice assessment May 2, 2025.

---

Register today at:

[osgoodepd.ca/labour-cert](http://osgoodepd.ca/labour-cert)

 **Email:** [osgoodepd@osgoode.yorku.ca](mailto:osgoodepd@osgoode.yorku.ca)

 **Phone:** 416 597 9724

 **Mail:** 1 Dundas Street West, 26th Floor, Toronto, ON, M5G 1Z3

---



OsgoodePD has been approved as an Accredited Provider of Professionalism Content by the LSQ.

Eligible CPD Hours – LSQ(ON): 32h 20m CPD (30h 20m Substantive; 2h Professionalism)



OsgoodePD programs may be eligible for CPD/MCLE credits in other Canadian and US jurisdictions. To inquire about credit eligibility, please contact [cpd@osgoode.yorku.ca](mailto:cpd@osgoode.yorku.ca).



This program has been approved for 30.5 continuing professional development (CPD) hours under Section A3 of the continuing professional development (CPD) log of the Human Resources Professionals Association (HRPA).

*“Excellent content and case examples.”*

**Dr. Pauline Greaves**  
Faculty/President of the Langara Faculty Association, Langara College, Vancouver, B.C.

*“Curriculum is great. Employer/union side perspectives incredibly helpful.”*

**Danielle Fox**  
Manager, Employee & Labour Relations, Mt Sinai Hospital, Toronto

*“The modules were well presented in the virtual format, backed with accompanying slide presentations and materials ... knowledgeable presenters with extensive professional experience ... made the online learning very engaging. A well planned and efficient syllabus made the cross-country time difference easy to accommodate to my work schedule.”*

**Chris Rhodes**  
President, Saskatoon Police Association

*“Love online – this affords me the opportunity to attend and its interactive ... having a variety of presenters also really helped.”*

**Diane Irvine**  
Director, People Services, York University