

## AGENDA

### The 30<sup>th</sup> Annual Police Employment Conference Emerging Issues and Legal Developments

March 1-2, 2021 | Virtual Meeting

#### Day 1 - Monday, March 1, 2021

##### Opening Remarks

9:00 am **Bruce Chapman**  
President  
Police Association of Ontario



9:15 am **The Honourable Monte McNaughton**  
Minister of Labour, Training  
and Skills Development



##### Human Rights Update

9:30 am **Elizabeth Keenan**  
**Jodi Martin**

- Two senior labour lawyers, one representing management and the other association clients, discuss the latest human rights cases and their implications for Police Employers and Associations.
- Topics will include the recent HRTO decision on use-of-force and disability, a labour arbitration decision dealing with an Employer's entitlement to medical information, and disciplinary responses to harassment and discrimination, as well as much more.

10:30 am **QUESTIONS**

10:45 am **BREAK**

## Collective Bargaining in 2021

- 11:00 am      Nini Jones  
Richard Baldwin
- 2020 and early 2021 saw numerous collective agreement settlements in the police sector, as well as a number of arbitration decisions: What can we learn from the last year of settlements and arbitrations?
  - What are the emerging priorities and objectives of each party, as they move through collective bargaining?
  - Bargaining during and after a pandemic: what to expect and where can the parties find common ground?

11:50 am      QUESTIONS

12:00 pm      **LUNCH BREAK**

## Systemic Sex Discrimination

- 1:00 pm      Anne Cumming  
Donald Jarvis
- The last year has brought about a reckoning for many police services, as pervasive and systemic sex discrimination has been exposed.
  - Reports including “Broken Dreams Broken Lives: The Devastating Effects of Sexual Harassment on Women in the RCMP” and “Report of the Ontario Civilian Police Commission: The Windsor Police Service and the Windsor Police Services Board”, as well as cases such as *Rivers*, *McWilliams*, and *Zarabi-Majd*, will be reviewed for the lessons that can be learned.
  - Two senior police sector counsel will review our emerging understanding of the issues in our sector and discuss Police Employer and Association responses, best practices and next steps.

2:00 pm      QUESTIONS

## Day 2 - Tuesday, March 2, 2021

- 8:45 am      Vishal Dhir  
Axon Managing Director  
of Canada and Latin  
America
- **AXON Presentation**

### Trends in Police Discipline

- 9:00 am      Joanne Mulcahy
- One of Ontario's most experienced police-sector defence counsels will review the latest trends in police discipline, under Part V of the PSA, and highlight the year's biggest cases and developments.

### Probationary Employees

- 9:30 am      Lynda Bordeleau
- Senior counsel to Police Employers will review the probationary periods for members, under both the *Police Services Act* and collective agreements, and address issues such as:
    - The *Police Services Act* provides for a statutory one-year probationary period for police constables: What can Police Employers do if there is a problem with a Police Employee during that year?
    - Civilian employees face a different regime under their collective agreements: What are the options for Police Employers?
    - How do probationary periods intersect with the *Human Rights Code*?
    - What can Police Employers and Associations do to address problems that arise during probationary periods?

10:00 am      QUESTIONS

10:15 am      **BREAK**

### COVID Round-Up

- 10:30 am      Sonia Regenbogen
- Join an experienced labour and police sector lawyer as she reviews the myriad of issues relating to police employment during a pandemic. Topics will include:

- Quarantines: Who pays and when, and how does that change depending on factors such as whether it is by public health order or a result of suspected work exposures?
- In-office or on-site work: What steps can Police Employers take to make workplaces safe, and what can Associations do if they feel that the initiatives are inadequate?
- Accommodation: High-risk members and when work from home might be required.
- Vaccines: Who is going to be required to be vaccinated, and what to do with members who do not want to be vaccinated?

12:00 pm      **LUNCH BREAK**

### Labour Law

1:00 pm      Katie Rowen

- Experienced Police Association counsel will provide a round-up of the most important recent labour law decisions that every Police Association and Police Employer needs to know about.
- Topics covered will include off-duty conduct, shift schedules, standing issues, and much more.

### Police Activity and Discipline

1:30 pm      Michael Duffy

- Counsel with the Police Association of Ontario will review the complicated issues that arise at the intersection of police discipline under Part V of the *Police Services Act* and the rights of Police Association representatives to pursue and advance the interests of their members.

2:00 pm      **QUESTIONS**

**Conference Co-Chairs:**

**Nini Jones**  
Paliare Roland  
Rosenberg Rothstein  
LLP



**Richard Baldwin**  
Mathews Dinsdale &  
Clark LLP



**Thank You to Our Speakers:**

**Lynda Bordeleau**  
Perley-Robertson, Hill &  
McDougall LLP

**Anne Cumming**  
Counsel, Toronto Police  
Association

**Michael Duffy**  
Policy & Research  
Counsel,  
Police Association of  
Ontario

**Donald Jarvis**  
Filion Wakely Thorup  
Angeletti LLP

**Elizabeth Keenan**  
Mathews Dinsdale & Clark LLP

**Jodi Martin**  
Paliare Roland Rosenberg Rothstein  
LLP

**Joanne Mulcahy**  
Harry G. Black, Professional  
Corporation

**Sonia Regenbogen**  
Mathews Dinsdale & Clark LLP

**Katie Rowen**  
Ursel Phillips Fellows Hopkinson LLP

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*Agenda topics, speakers, and times subject to change without notice.*