



Transit Labour Relations & Collective Bargaining

**February 6-11, 2011
Orillia, ON**

**Canadian Urban Transit Association
CUTA Education and Training**



www.cutaaactu.ca



The transit industry's most comprehensive labour relations program.

In five days, explore union/management relations including workplace culture, key players, union/management teams and committees, and employer/employee relationships. Examine the collective agreement step-by-step including the rules of reasonable accommodation, management functions, paid/unpaid absences, seniority, union security, salaries, benefits and more! Participate in two complete simulations—a simulated arbitration board hearing to resolve a grievance and a full scale contract negotiation.

The Canadian Urban Transit Association offers intensive hands-on training, led by expert instructors. The added bonus? Exchanging knowledge and ideas with your transit colleagues from across North America. Return to work with fresh ideas, new strategies and a workbook packed with reference material.

" The collective bargaining simulation exercise was very close to real life situations. For those with experience, it confirmed how the process plays out. People who will be involved with negotiations experienced practically the real thing. There was real value in knowing how contract articles get established and the process involved in producing a collective agreement. " - Bob Goody, Oshawa Transit, Ontario

Program Schedule

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
Morning		Union Management Relations	Managing Employee Performance	Arbitration Process I	Collective Bargaining Simulation	Alternative Strategies & Approaches
Afternoon	Arrival, Registration & Program Intro.	Labour Law	Handling Employee Grievances	Arbitration Process II Simulation	Collective Bargaining	Graduation Lunch
Night	Customer Orientation	Collective Agreements	Addressing Internal Labour Issues	Collective Bargaining Strategies & Techniques	Collective Bargaining De-briefing	

Program Components

Union Management Relations

Explore the unique dynamics of management/union relations and how to achieve a healthy partnership.

Labour Law

Explore labour law and collective agreements. Learn about basic standards, statutes and regulations, Pay Equity Act and workplace safety. Draft an employment contract, exercise your policy-writing skills and understand your role and responsibilities under the Labour Relations Act.

Collective Agreements

Bring your own collective agreement to compare with other delegates. Review standard collective agreement components and discuss innovative ideas for upcoming negotiations.

Managing Employee Performance

Learn to effectively manage employee performance issues and complaints, manage union staff and produce results without grievances.

Handling Employee Grievances

Learn about the Labour Relations Act and types of grievances. Discuss the role of each of your staff during the four-step process.

Arbitration Process

When a grievance has gone to step four, an arbitration hearing may take place. Learn the dos and don'ts of an arbitration hearing through real life practice. Your team will prepare a sample case to defend and present it to a real arbitrator. The arbitrator will assess both presentations and issues a ruling, followed by an assessment for each team on their presentation skills.

Collective Bargaining Strategies and Techniques


Develop an in-depth understanding of the philosophy and techniques of successful collective bargaining. Learn what affects the bargaining power of the employer and the union and how to properly prepare for negotiations.

Collective Bargaining Simulation

This hands-on exercise will split the group in two: half union and half management. Your task is to negotiate a new collective agreement based on your mandate before the clock runs out.


Alternative Strategies and Approaches

Study the latest alternative bargaining strategies, including IBB (Interest Based Bargaining) and how to collaborate with the union to negotiate this way.



“ The best course I have ever attended. It offers great value to all and will help create a more successful approach in dealing with union/management issues.” - Roy Saba, Transit Windsor, ON

“ This course is comprehensive, well laid out and the perfect balance between intensive and fun.” - Steve Weir, GO Transit, ON



Our Instructors

Bill Cunningham

Bill is a transit professional with over 25 years experience in the Public Transit industry. He spent 9 years as Director of Mississauga Transit where he managed all aspects of running the 3rd largest municipal transit system in Ontario. Since 2007 he has operated his own consulting company, specializing in organizational effectiveness, operations planning, service delivery analysis and change management. Bill has served on the board of CUTA for 15 years.

Kerry O'Leary

Kerry O'Leary is a private consultant involved in all aspects of transit operations, human resources and planning. His career with OC Transpo spanned 34 years and included directorships in security, human resources, planning, operations and customer service.

Robert Budd, B.A., B.Comm., LL.B.

Robert has practiced labour relations and employment law for the past 23 years with the Ontario Hospital Association as well as with law firms and in his own labour relations practice. He is involved in collective boards and employment standards tribunals.

Craig Lawrence, B.A., M.A., LL.B.

Craig is an Associate lawyer at Hicks Morley's Toronto Office, and currently practices in all areas of labour and employment law. His practice involves advising and representing employers on a wide range of employment matters including wrongful dismissals, human rights applications, employment contracts and policies, workforce reorganizations, and employment standards. Similarly, Craig advises and represents employers on a broad array of labour matters ranging from union certifications and collective bargaining to grievance arbitrations and mediations. In addition to advising clients and advocating on their behalf, Craig provides training to employers and employer organizations on human rights, workplace safety, and pay equity.

Michelle Alton, B.Sc., M.Sc., LL.B.

Michelle is an Associate lawyer at Hicks Morley's Toronto Office and currently practices in all areas of labour and employment law. Michelle advises and represents employers on a wide range of matters including workplace safety and insurance, occupational health, privacy, and general labour relations and employment law. Michelle has assisted numerous employers in interest arbitration proceedings and bargaining, and also provides training on a number of different topics including human rights and privacy.

" The course was thorough and comprehensive. A large amount of knowledge was shared through a number of entertaining scenarios." - Anthony Pezzetti,



REGISTRATION FORM:

TRANSIT LABOUR RELATIONS & COLLECTIVE BARGAINING February 6-11, 2011

Bayview Wildwood Resort
1500 Port Stanton Pkwy.
RR1, Severn Bridge, ON (North of Orillia, ON)
POE 1N0
www.bayviewwildwood.com

Members: \$3,195 + HST

Non-Members: \$3,495 + HST

GST# 106868490

Payment is due upon registration. If you must cancel, you may do so one month prior for a full refund or two weeks prior for a 50% refund. You may substitute another person at any time without penalty. If a substitute is made, please be sure to contact the CUTA Education and Training Department prior to the start of the course.

Course includes:

- Course instruction
- Course materials
- Accommodation
- Meals & hospitality

Please advise us of any dietary concerns or allergies

Name: _____

Title: _____

Organization: _____

Address _____

City/Town _____

Postal Code _____

Phone _____

Fax _____

E-mail _____

Method of Payment: (please check one)

Invoice

Credit Card: Visa

Master Card

Card number _____

Expiry Date _____

Name on card _____

Signature _____

Fax your registration form to 416 365-1295 or e-mail moudakis@cutaactu.ca.
Have a question? Call John Moudakis at 416 365-9800 ext. 102