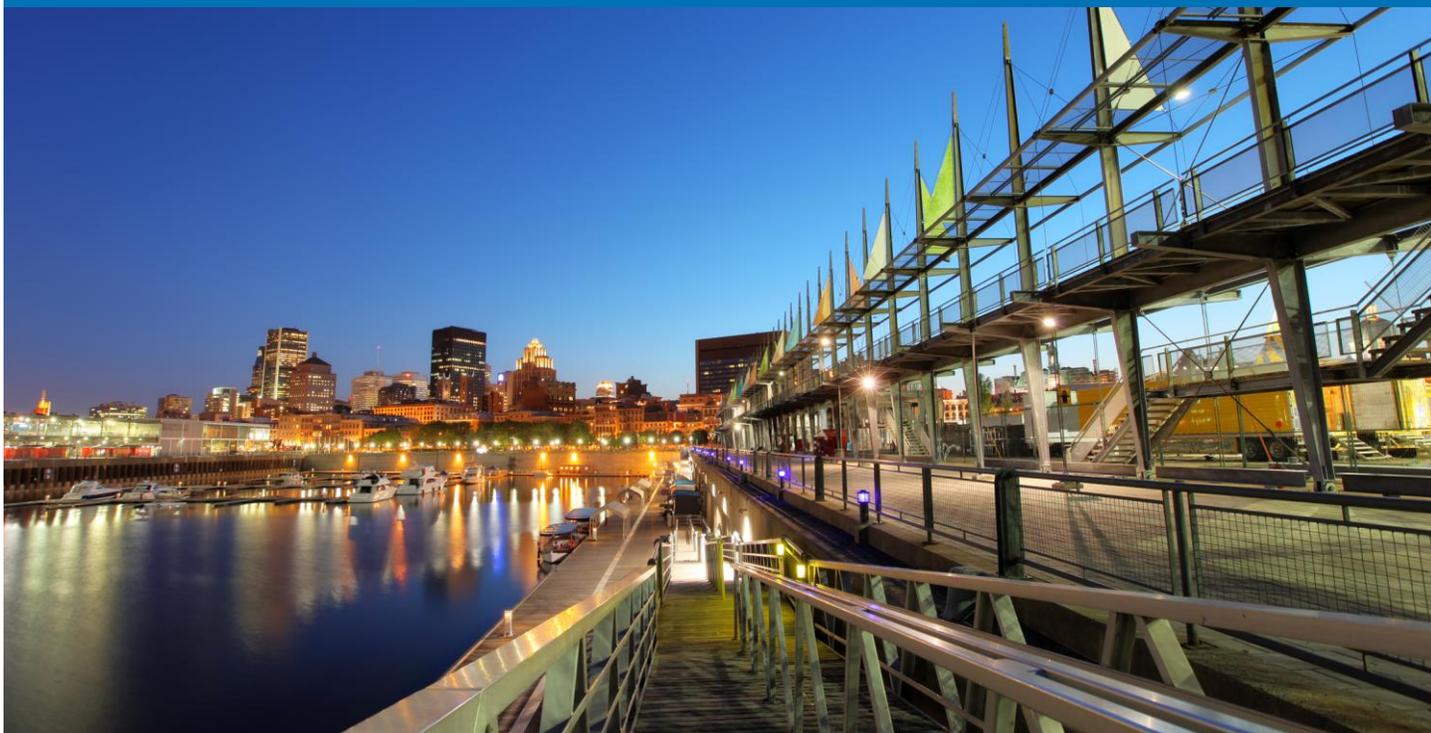




Council of Industrial Relations Executives



Agenda

Theme: The Future of Labour and Work

June 14–15, 2017

Meeting

Hotel Omni Mont-Royal
1050 Sherbrooke St. W
Montreal, QC
H3A 2R6
514-284-1110

Reception and Networking Dinner

Ferreira Café
1446 Peel Street – Private room entrance at (1448)
Montréal, QC.
H3A 1S8

For services or information please contact us at 613-526-3090:

Allison Cowan

Director
ext. 428
cowan@conferenceboard.ca

Monica Haberl

Network Manager and Research Associate
ext. 209
haberl@conferenceboard.ca

Leane Swales

Senior Administrative and Meetings Coordinator
ext. 411
swales@conferenceboard.ca

Council of Industrial Relations Executives

Meeting objectives:

- Exchange insights on current and future labour relations strategies and issues.
- Discuss how technological changes will affect the future of labour and work.
- Consider how changes in both national and global legislation may affect the bargaining environment for Canadian organizations and workers.
- Network with peers and share success stories and lessons learned with regard to labour relations at member organizations

Day 1—June 14, 2017

8:00 a.m. Continental Breakfast (Location: Printemps Room)

8:45 a.m. Opening Remarks and Council Business

9:00 a.m. Labour Substitution and Obsolescence

David Ticoll

Distinguished Research Fellow, Innovation Policy Lab
Munk School of Global Affairs, University of Toronto

Researchers—and visible evidence—are clear that robots and artificial intelligence are combining to replace millions of jobs - and if not entire jobs, key activities within those jobs. But that's not the half of it says David Ticoll, a seasoned analyst, policy advisor and change leader in Canada's tech labour market. Many other jobs aren't being replaced - they are becoming functionally obsolete or economically unviable. David will complement a discussion of this unique perspective with his assessment of Canada's potential to ride this storm.

10:00 a.m. Networking Break

10:15 a.m. The Future of Work: A Detailed Look at the Evolution of Employment and its Far-reaching Implications

Daniel Imbeault

Senior Consultant, Talent and Rewards
Willis Towers Watson

Where getting things done once meant assigning work to an employee, today's leaders are increasingly at risk if they fail to recognize that talent can float into and out of an organization. Long-term employment has given way to medium- or short-term employment, marking the first step in severing the bond that once fixed an individual inside an organization. In this discussion, Daniel Imbeault, Senior Consultant, Willis Towers Watson, will take a deep look at the evolving nature of work, and how it's affecting management and productivity at the organizational level. Getting work done by means other than an employee was once considered a fringe event, but now leading organizations are accepting and taking advantage of the notion that talent has shown itself to be mutable. Daniel will explore this phenomenon, provide a new roadmap to help organizations navigate this new environment, and discuss the impact on HR and Labour Relations.

- Examine the dispersed organization and the changing nature of employment
- Learn how work is becoming impermanent and individualized
- Find new strategies for managing and leading
- Get up to speed on the decision science for the new era

Council of Industrial Relations Executives

11:15 a.m. The Trump Effect

Craig Alexander

Executive Vice President and Chief Economist
The Conference Board of Canada

President Donald Trump is known for making bold statements and has made a number of promises with regard to how he intends to manage the American economy. With the President's penchant for "off-the-cuff" statements, it can be difficult to decipher which actions are realistic—while anything is possible with the new president, what is plausible? Join Craig Alexander, Senior Vice-President and Chief Economist at The Conference Board of Canada as he discusses some of the potential implications of Donald Trump's economic policy on Canada. What areas of NAFTA are most likely to be contested? How will the pipeline affect the resource sector? How is his stance on immigration likely to affect Canada? Get an expert perspective on how Canadian policy makers are responding to uncertainty in the U.S. economic environment.

12:15 p.m. Lunch (Location: Eté Room)

1:00 p.m. Members-Only Roundtable (In-Camera)

At our members' only roundtable—a fixture at every meeting—members catch up on the labour relations developments in each others' organizations, share success stories, or request assistance on a current issue. If your organization is facing a specific challenge, or if you have a recent collective bargaining experience that you would like to share, please come prepared to provide an update to the Council in this closed and confidential session.

2:45 p.m. Networking Break

3:00 p.m. Leadershifting Beyond Technological Disruption

Dr. Nick Bontis, PhD

Award-winning Professor of Strategic Management, McMaster University
Director, Institute for Intellectual Capital Research
3M National Teaching Fellow

Technological disruption is the single most damaging threat to survival. It is an inevitability for any industry. But, it doesn't have to be this way. Why not transform this threat into a sustainable competitive advantage for you and your firm? During this enlightening and action-packed presentation Dr. Bontis will show you how to:

- Create a shield for your business that no competition or disruptive technology can penetrate
- Prove your ability to strategically manage change before others can even see it coming
- Cope with information bombardment in order to work smarter, instead of harder
- Improve coordination within and across your teams by learning the top four drivers of collaboration
- Orient yourself towards the single most explosive secret for guaranteeing knowledge sharing
- Embrace the 5 most important leadership actions you can take starting tomorrow

Ranked among the Top 30 management gurus world-wide, Dr. Nick Bontis is recognized by the former Editor of *Harvard Business Review* and *Fortune Magazine* as "a pioneer and one of the world's real experts in intellectual capital." *Maclean's Magazine* has rated him as one of "McMaster University's most popular business professors for six years in a row!" He is also a 3M National Teaching Fellow, an exclusive honour only bestowed upon the top university professors in the country!

4:30 p.m. Meeting Adjourns for the Day

6:00 p.m. Networking Reception and Dinner — Ferreira Café

1446 Peel Street, – Private room entrance - located at the right end side of the restaurant (1448)

Council of Industrial Relations Executives

Day 2—June 15, 2017

8:00 a.m. Full Breakfast (Location: Printemps Room)

9:00 a.m. The Legalization of Marijuana and its Implications for the Canadian Workplace

Simon-Pierre Paquette

Counsel, Labour & Employment Law
Canadian National Railway Company

With legislation having recently been tabled concerning the legalization of marijuana across the country, organizations are taking stock of what this could mean to them. Join Simon-Pierre Paquette, legal counsel at CN, as he walks us through the potential implications of legalization for employers, particularly in safety-sensitive workplaces. Simon-Pierre will share his expertise on issues like preventive and reactive steps employers can take to screen for impairment in the workplace, provide insight into policies and procedures that may need to be adapted, and outline what employers can do to ensure they are prepared for the upcoming changes.

10:00 a.m. Networking Break

10:15 a.m. Family Status Discrimination – Quick Update

William Hlibchuk

Partner, Employment and Labour Law
Norton Rose Fulbright

This session will provide a review of the evolution of the legal tests for discrimination based on family status, as well as an update on some recent caselaw applying those tests. William Hlibchuk, Partner at Norton Rose Fulbright, will also provide practical advice on how to manage requests for accommodation based on family status.

11:00 a.m. Panel: Managing Relationships with Non-Bargaining Employees

Facilitator: Rachelle Stenhouse

Manager, Human Resources Gas and
Renewables
TransAlta Corporation

Ken Johnston

Vice-President, Human Resources and Labour
Relations
Purolator Inc.

John Mastoras

Senior Partner, Chair, Toronto Employment and
Labour Group, Canada
Norton Rose Fulbright Canada LLP

Dominic Roy

Directeur, Conditions et Relations de Travail
Hydro-Québec

In this session, panel members will engage in a facilitated discussion on current trends in Employee Relations. Facilitated by Rachelle Stenhouse, we will hear from Council members and leaders in the Labour Law community on topics including the following:

- Wage compression between in-scope and out-of-scope of employees. How are employers responding?
- Performance management responsibilities
- Union drive protection. How concerned should employers be with the potential of increased organization?
- Managing the multi-generational workforce. How can employers respond to conflicting employee expectations?
- Breaking down union/out of scope lines in a workplace. Is creating one workplace culture possible?

12:00 p.m. Closing Remarks

12:15 p.m. Meeting Adjournment