

RÉSUMÉ

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PROFESSIONAL DEVELOPMENT AND EDUCATION

2001, 2002, 2003, 2004, 2007, 2008, 2009, 2011, 2012 and 2013:

Sports arbitrator/mediator training workshops, conferences on Canadian amateur sport dispute resolution program, Centre For Sport and Law, ADRsportRED, Sport Dispute Resolution Centre of Canada

1991: Arbitrator Development Program, Ontario Ministry of Labour.
Placed on the Minister of Labour's list of approved arbitrators pursuant to *Ontario Labour Relations Act*.

Mediator and fact-finder workshops and training,
Education Relations Commission.

1989: Intensive Trial Advocacy Workshop, Osgoode Hall, Toronto.

1982: Ontario Bar Admission Course.
Called to the Ontario Bar.

1981: Articles of Clerkship.

1980: Bachelor of Laws (LL.B.) degree, Queen's University.
Curriculum accented on labour and administrative law,
litigation and advocacy.

1976: Honours B. A., major/minor in English and French Literature,
University of Ottawa. Dean's Honour List.

Fluently bilingual.

WORK EXPERIENCE

From 1991, these have been the areas of my professional practice:

In practice as a bilingual *labour/sports arbitrator* based in Ottawa.

Appointed by Human Resources and Skills Development Canada as single *arbitrator* to hear and determine grievances, as *adjudicator* to hear and determine unjust dismissal complaints and as *referee* to hear and determine wage recovery appeals pursuant to *Canada Labour Code*.

Appointed by Ontario Minister of Labour as single *arbitrator* to hear and determine grievances between unions and employers pursuant to *Ontario Labour Relations Act*.

Appointed by Canadian Centre for Sport and Law, ADRsportRED, and Sport Dispute Resolution Centre of Canada as single *arbitrator* to hear and determine sports-related disputes. (From 1996)

Consensually selected by provincially-regulated or federally-regulated employers and unions as single *labour arbitrator* or as *chair of board* or by sports organizations and athletes as *sports arbitrator* .

Research and development of Labour Arbitration Course and Workshop for both union and employer representatives and legal counsel, executive members, HR advisors. Course *Instructor* at Carleton University, Ottawa, for Federal Government departments and agencies, private/public sector.

Consensually selected by unions and employers as *mediator* of grievances referred to arbitration.

Appointed by Federal Centre for Workplace Conflict Management, Department of Justice Canada as *mediator* in cases of harassment accusations.

1982 to 1991:

Legal counsel, Federal Department of Justice and Canada Post Corporation, Ottawa:

Duties:

1. Representation at grievance arbitration hearings before arbitrators appointed under collective agreements and before Public Service Staff Relations Board adjudicators.
2. Negotiation of settlements of grievances referred to arbitration.
3. Research, written legal opinions and advice on labour relations matters: interpretation of collective agreements/legislation, human rights issues.
4. Representation at negotiations of collective agreements, drafting of language and consultation.
5. Representation at hearings before Canada Labour Relations Board and Canadian Human Rights Tribunal.
6. Representation at judicial review proceedings before Federal Court of Appeal and Supreme Court of Ontario.

1980, 1981 and 1987 to 1991:

Selected by the Public Service Alliance of Canada and by the Ottawa General Hospital to act as their *nominee* at adjudication and arbitration hearings.

1980, 1981:

Student-at-law under articles, William G. D. McCarthy, Barrister and Solicitor, Ottawa.
General practice with emphasis on litigation.

1978, 1979:

Grievance and Adjudication Officer, Public Service Alliance of Canada, Ottawa:

Duties:

1. Representation of the Alliance and of grievors at adjudication hearings in before the Public Service Staff Relations Board.
2. Negotiation of settlements with Treasury Board of grievances referred to adjudication.
3. Research and preparation for judicial review applications to Federal Court.
4. Outlining problems in interpretation and application of collective agreements, suggesting amendments to Alliance Branch and Component representatives.
5. Advice on adjudication decisions, their implications to Union Presidents.