

Education

Masters in Law (LL.M.) York University, Osgoode Hall	2009
Bachelors of Law (LL.B.) University of Western Ontario	2003
Masters of Industrial Relations (M.I.R.) Queen's University	2000
Bachelor of Arts (Honours) Trent University	1999

Adjudication Experience

Vice Chair Ontario Labour Relations Board <ul style="list-style-type: none">• Full-time adjudicator/mediator; Order-in-Council Appointment• Presided over 100 hearings and written more than 400 decisions• Mediated many disputes to a resolution, including multi-day mediation sessions	Sept. 2012 to Present
Labour Arbitrator/Mediator <ul style="list-style-type: none">• Active private arbitration and mediation practice• Retained to mediate grievances (multiple grievances in a day)	Sept. 2012 to Present

Experience as a Lawyer

Joint Legal Counsel Rouge Valley Health System/Lakeridge Health Corporation <ul style="list-style-type: none">• Represented two hospital corporations (multiple sites) on all labour arbitrations, human rights matters, and other legal issues	Sept. 2011 to Sept. 2012
Director of Labour Relations/Solicitor Regional Municipality of Durham <ul style="list-style-type: none">• Chief Negotiator and Spokesperson for collective bargaining on behalf of municipality with six different bargaining units (3000 employees)• Represented the municipality in all arbitrations, mediations and tribunal work	May 2005 to Sept. 2011
Associate Hicks Morley Hamilton Stewart Storie LLP <ul style="list-style-type: none">• acted as chief spokesperson in collective bargaining on numerous occasions• engaged as counsel appearing before tribunals and mediations	2004-2005

Adjudication Training

Instructor - *Certificate in Adjudication for Administrative Tribunals, SOAR*, June 2016

Instructor - *Fair Hearing Course, Federated Press*, April 2015

Instructor - *Practice Makes Perfect: Becoming a Better Arbitrator* Ontario Bar Association, March 2014

Society of Ontario Adjudicators and Regulators – Effective Decision Writing for Adjudicators – 2013

Society of Ontario Adjudicators and Regulators – Annual Conference – 2013

Ontario Labour Relations Board Mentorship Program - 2013

Publications

Sanderson J. & M. Wilson, *Labour Arbitrations And All That*, 4th ed. (Toronto: Canada Law Book) 2013

Editor of *Evidence and Procedure in Canadian Labour Arbitration* (Toronto: Thomson Reuters), originally written by M. Gorsky, S. Usprich, G. Brandt

Centre for Labour Management - have written more than 720 case reviews on the Duty to Accommodate, published on www.accommodate.ca

Recent Speaking Engagements/Conferences

Faculty of Law, Advanced Labour Law Class, January 2017

Certificate in Adjudication for Administrative Tribunals, SOAR, June 2016

Fair Hearing Course, Federated Press, April 2015

Practice Makes Perfect: Becoming a Better Arbitrator, Ontario Bar Association, March 2014

Grievance Settlement and Mediation, Building Union Management Relationships, Federated Press, 2013

Interest Arbitration, Law Society of Upper Canada, Six Minute Labour Lawyer, 2012

Lancaster House – Regular conference speaker on Panels

Changes to the Interest Arbitration Process – Association of Municipalities of Ontario, 2011

Interest Arbitration - Ontario Fire Chiefs Association – 2011 Labour Relations Conference

Duty to Accommodate – Canadian Institute – 2011