

2021, The Year

in Review:

Labour Relations

Labour, Employment and Human Rights Group

November 23, 2021

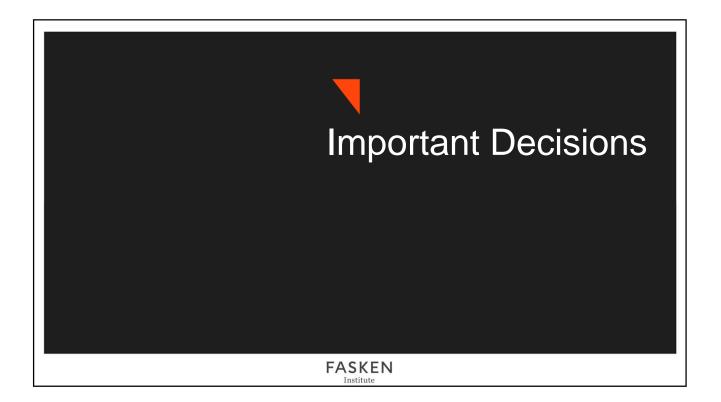


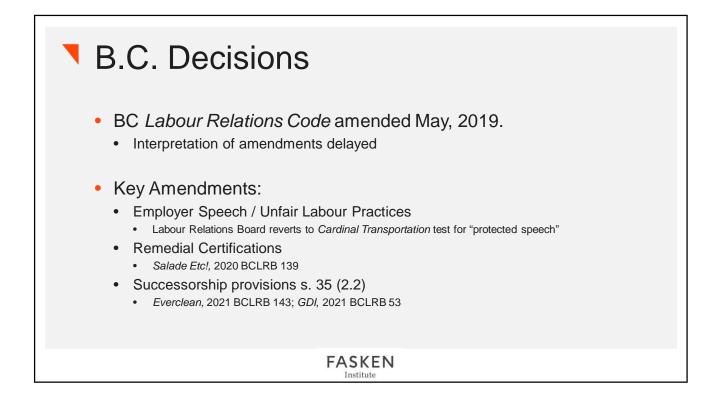
Agenda Review of Legislative Changes Review of Important Court & Arbitration Decisions Labour Relations in a Virtual World Trends in Union Organizing Arbitrations – Virtual Hearings Managing the Risks Posed By COVID-19 Pandemic Recovery – What to Expect in the Year to Come

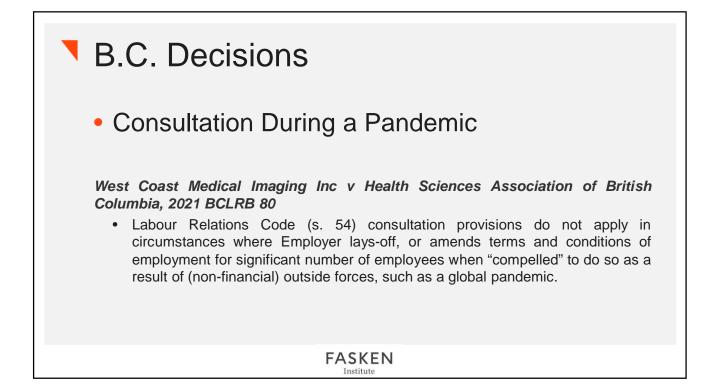


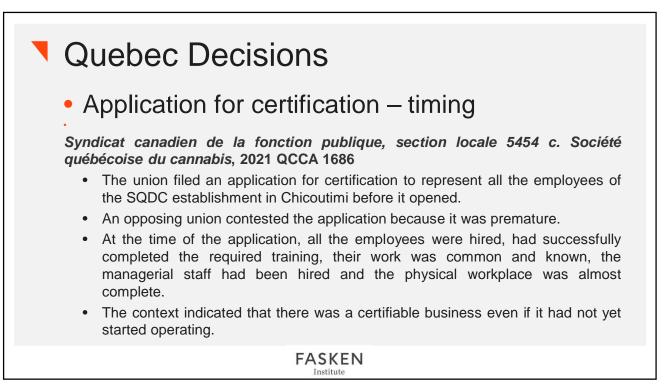
Legislative Changes - Quebec Bill 96 - An Act respecting French, the official & common language of Québec Language of communication: Written communications with employees and unions during and after employment must be in French. ٠ Unions must communicate verbally and in writing with its members in French. ٠ Language of arbitration decisions: • Arbitration decisions rendered in English must be accompanied by a certified French translation -٠ costs are shared by parties. Arbitration decisions rendered in French must be translated to English if it is requested by one of the • parties - the party that requests the translation pays the cost. Fasken Bulletin on Bill 96: • En français, s'il vous plaît: Imminent Reform of the Charter of the French Language (Bill 101) | Knowledge | Fasken FASKEN Institute



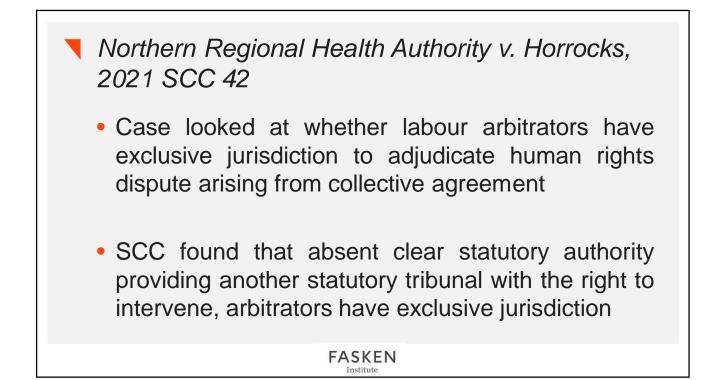


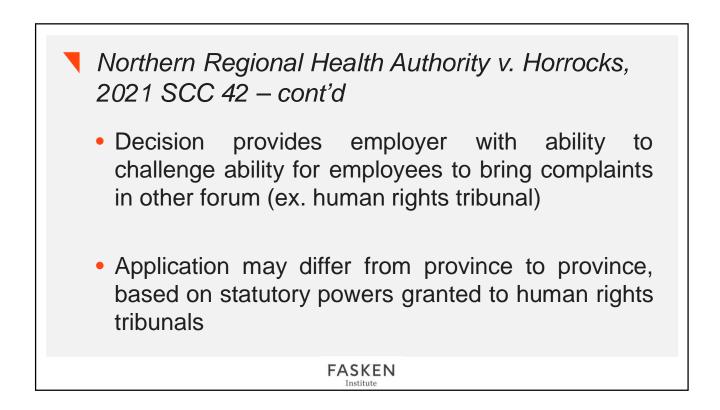




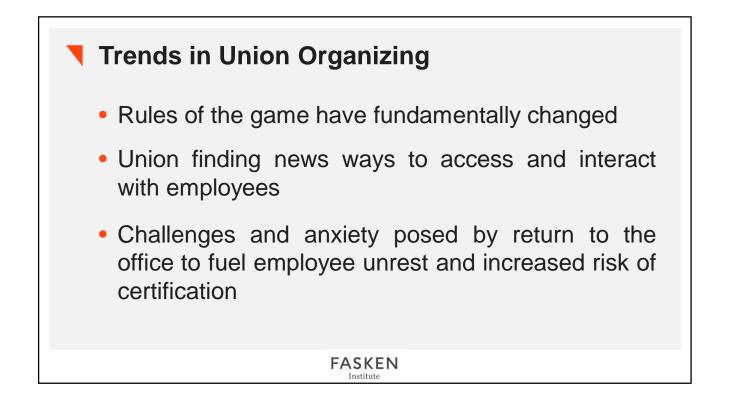


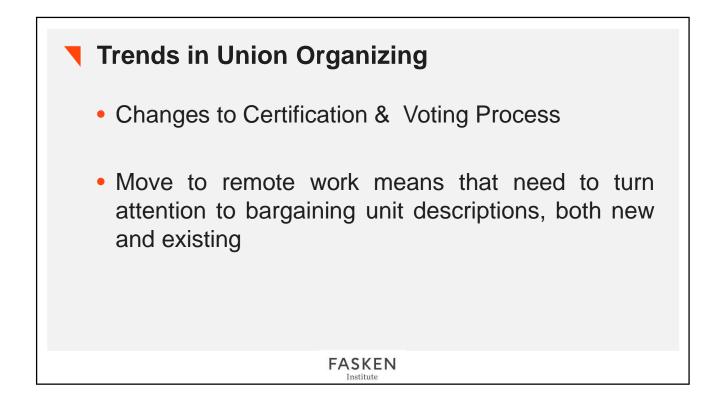
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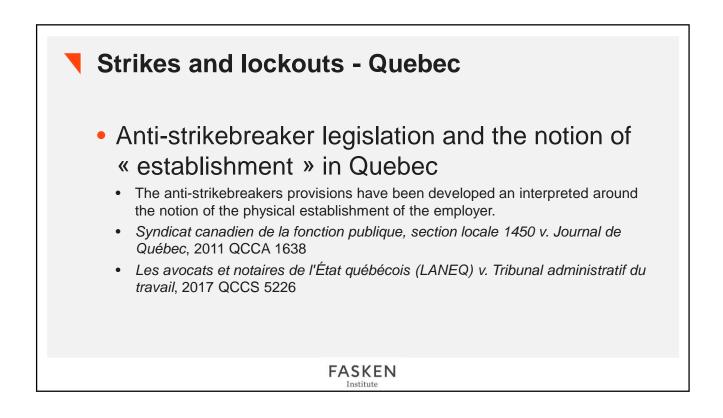


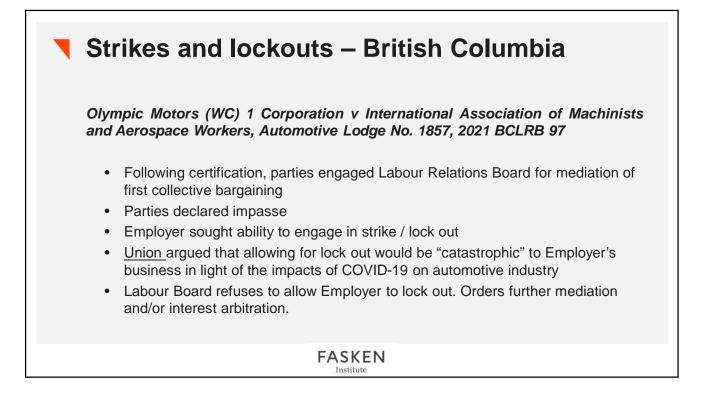


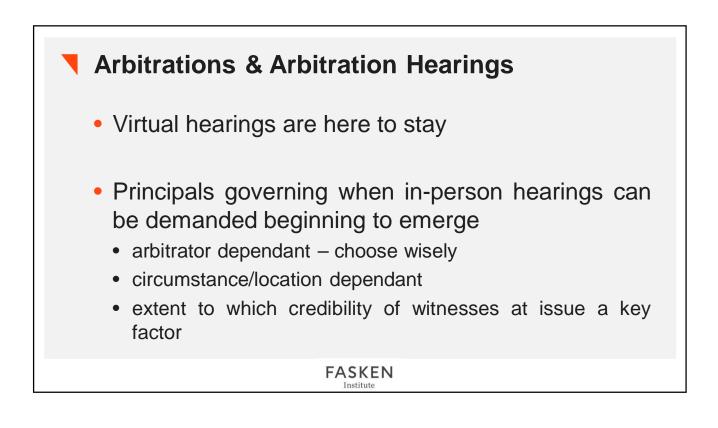






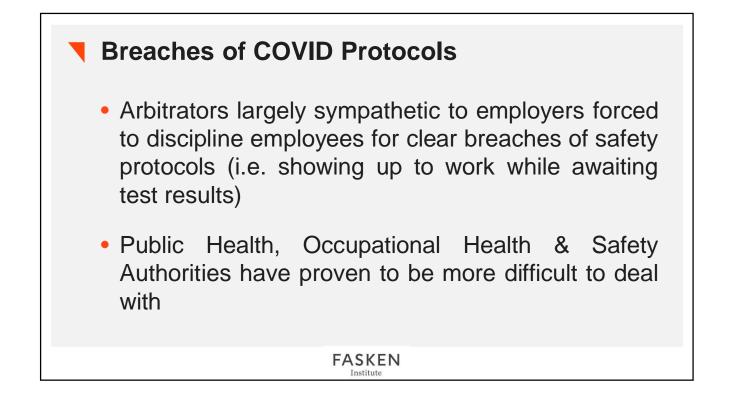




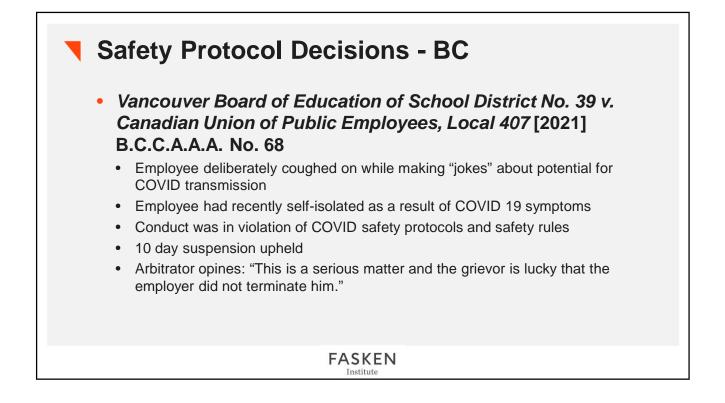


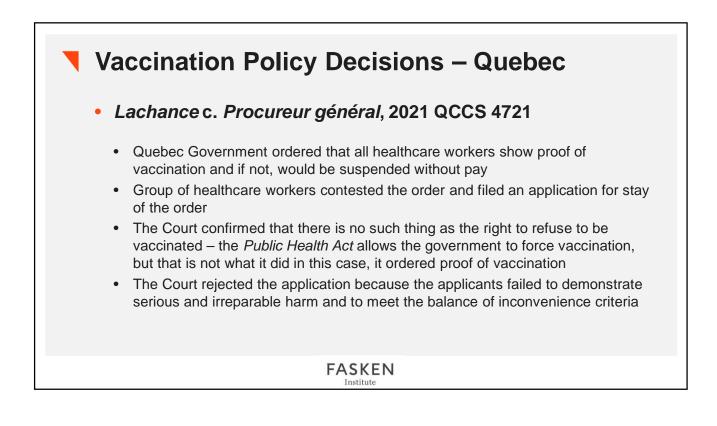


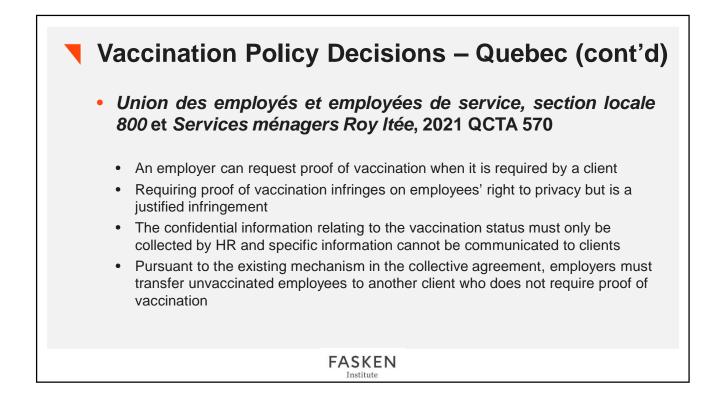


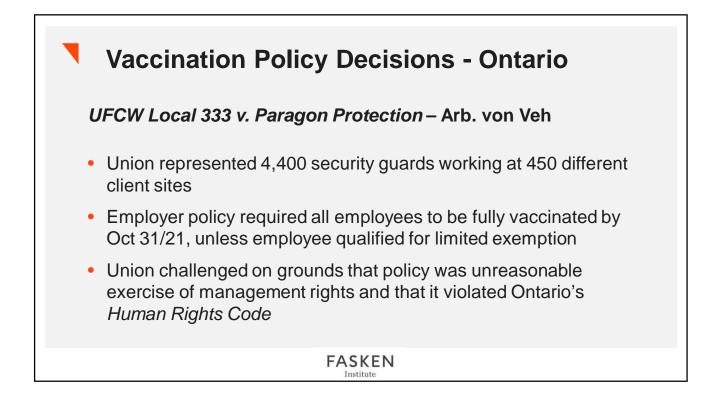


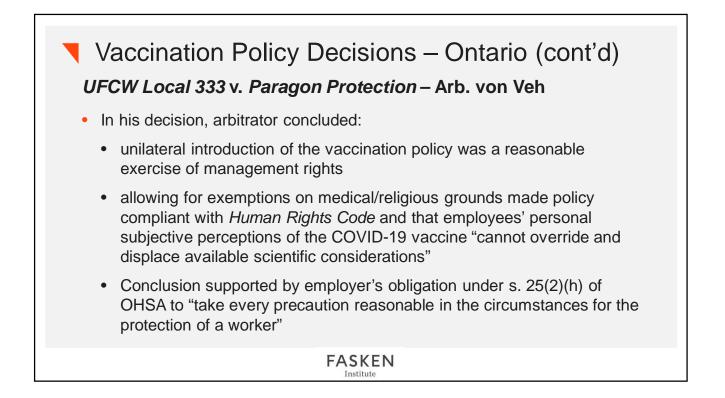
Safety Protocol Decisions - Quebec Teamsters Québec, local 1999 and Exceldor Coopérative, usine de St-Bruno-de-Montarville (Guerda Eximat), 2020 QCTA 632 The employee was terminated for making false declarations in the COVID-19 questionnaire Context: The events occurred in early April 2020 > The employer's business was considered to be an essential service and although it could continue operating, it had to reduce its operation by half due to the pandemic. It was impossible to maintain a 2-meter distance between employees The employer had a COVID-19 safety protocole which included a questionnaire In the circumstances, the protocole was legitimate and necessary The grievance was dismissed. FASKEN Institute

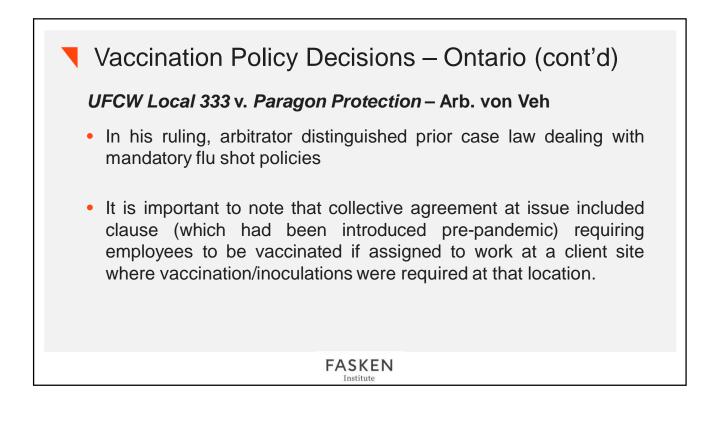


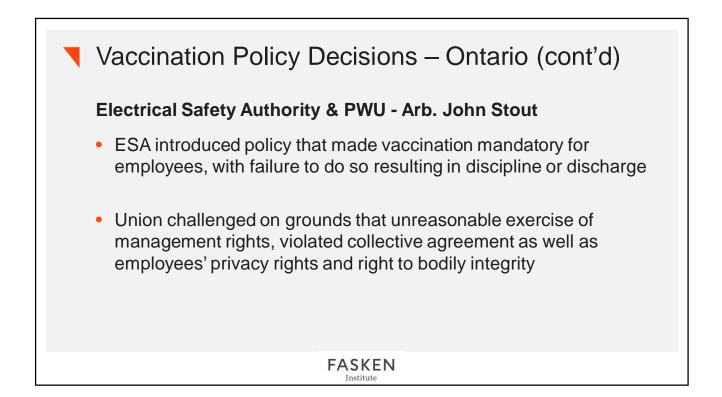


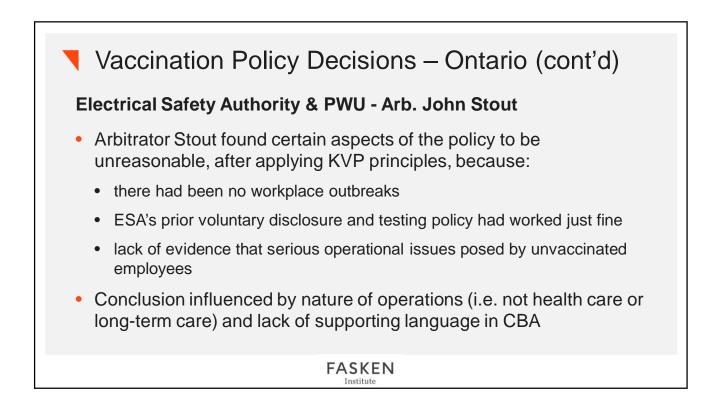


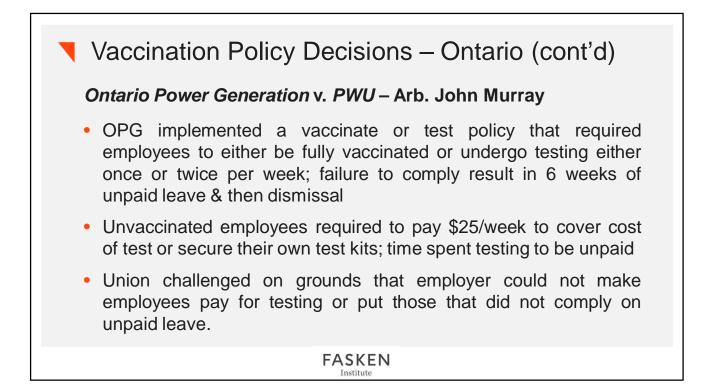


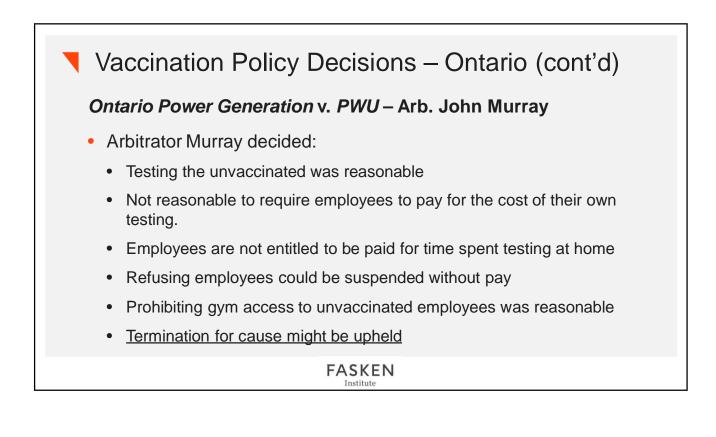


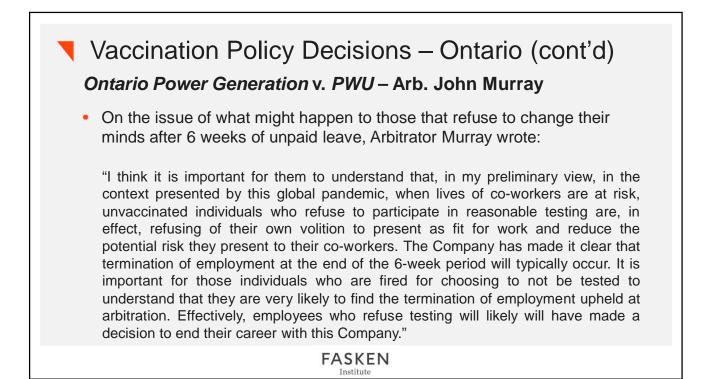


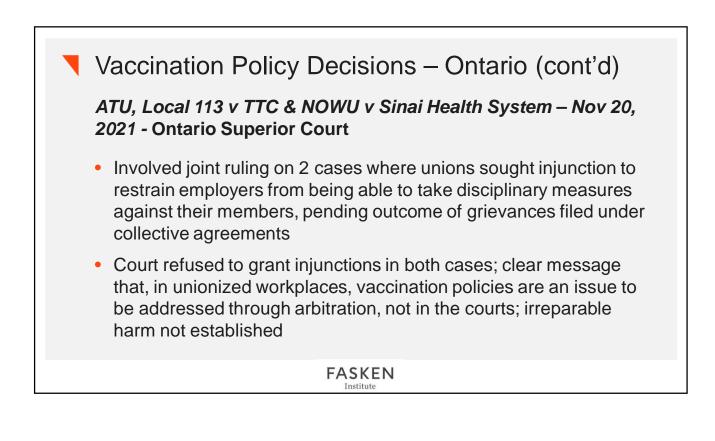


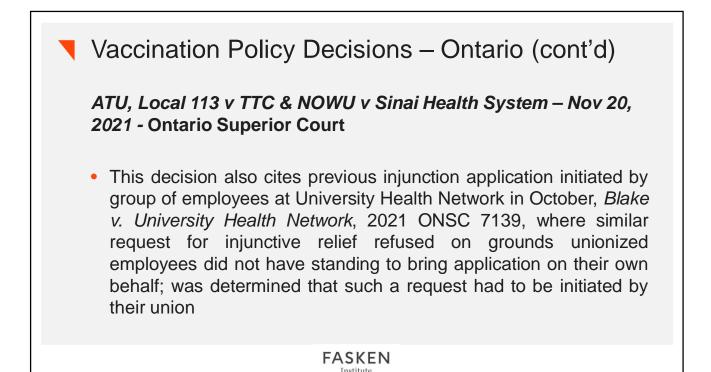


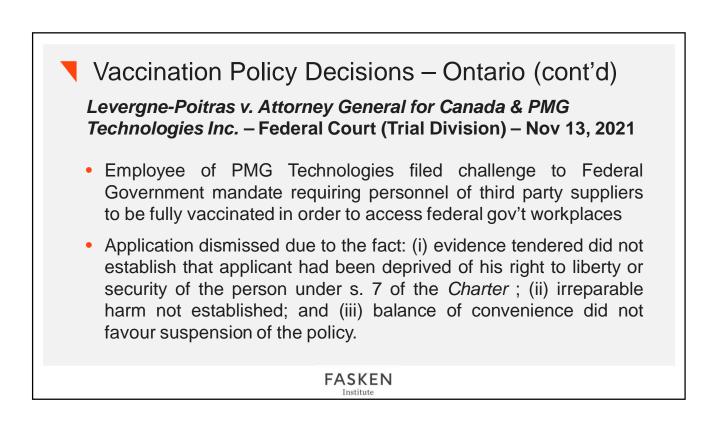


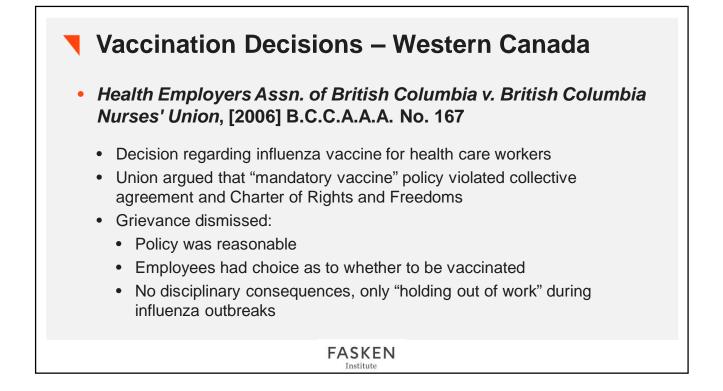


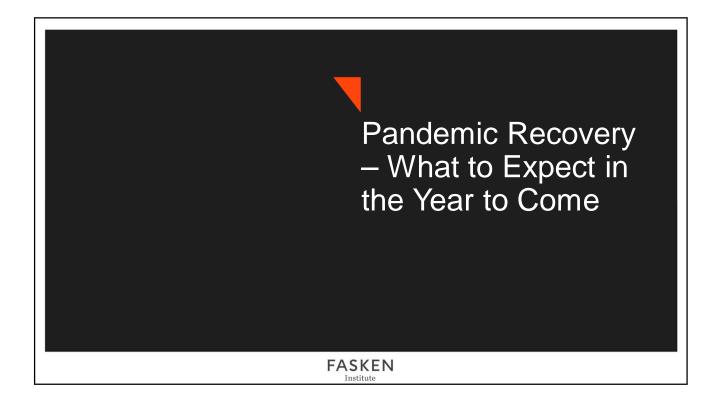






















Biographies



Areas of Expertise

Labour Relations and Collective Bargaining | Labour, Employment & Human Rights | Employment Advice and Litigation | Human Rights

Ian M. Campbell

PARTNER

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Education

2002, LLB, University of Toronto 1998, BSc (Hons), Life Sciences, Queen's University Jurisdiction Ontario, 2003 Language English

Ian has a diverse labour, employment and human rights practice, representing unionized employers in labour arbitrations and matters before federal and provincial labour and human rights tribunals, as well as providing strategic advice on business planning, re-organizations and collective agreement negotiations. He also advises on all manner of employment law related matters, including wrongful dismissal and restrictive covenant related litigation as well as advising regarding mergers, acquisitions or other business transactions.

lan regularly participates in collective agreement negotiations, usually acting in the role of chief spokesperson for the employer.

Ian is known for providing practical advice that helps clients achieve their strategic objectives.

Ian has developed a particular expertise in the federal sector and regularly advises national clients on all manner of issues relating to interpretation and application of the *Canada Labour Code*.

Ian summered and articled with the firm before joining the Labour, Employment and Human Rights Practice Group in 2003.

Rankings and Awards

Acritas Star Independently Rated Lawyers 2021 Recognized as an Acritas Star™ lawyer

- Lexpert 2019-2021 Recognized in the Canadian Legal Lexpert Directory in Employment Law
- Lexpert 2020 Recognized in the Canadian Legal Lexpert Directory in Labour Relations
- The Legal 500 Canada 2018-2019 For Labour and Employment Law



Areas of Expertise

Labour Relations and Collective Bargaining | Labour, Employment & Human Rights | Employment Advice and Litigation | Human Rights & Discrimination | Pay Equity | ESG and Sustainability | Federal Sector

Emilie Paquin-Holmested

PARTNER

Montréal

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Education

2009, BCL / LLB, McGill University 2004, BA, History and Spanish, Dalhousie University **Jurisdiction** Quebec, 2010 **Languages** French | English | Spanish

Emilie Paquin-Holmested is a member of the Labour, Employment & Human Rights practice group. Her practice is primarily focused on federal and provincial labour relations, employment law, human rights law and pay equity. In addition to providing strategic and preventative advice, she represents clients in litigious matters before the civil courts and administrative and arbitration tribunals and guides them during collective bargaining.

A member of the Quebec Bar, the Bar of Montreal and the Canadian Bar Association, Emilie Paquin-Holmested speaks French, English and Spanish.

Rankings and Awards

• The Best Lawyers in Canada 2022 Recognized in Labour and Employment Law in Montreal



Areas of Expertise Labour, Employment & Human Rights | Federal Sector

Andrew Woodhouse

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Education

2011, JD, University of British Columbia 2005, BA, Wilfrid Laurier University **Jurisdiction** British Columbia, 2012

Language

English

Andrew Woodhouse is a Partner in Fasken's Labour, Employment, and Human Rights group. He regularly advises and represents management before labour arbitration boards, BC's Labour Relations Board, BC's Human Rights Tribunal and superior Courts.

Andrew is experienced advising and advocating about issues arising out of complex, multi-union environments, and is experienced in collective bargaining in the public and private sectors.

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