

Mental Health and the Workplace

CAUT Forum for Senior Grievance Officers

Final Agenda – December 3, 2018

Friday, 7 December and Saturday, 8 December 2018
Marriott Ottawa Hotel, 100 Kent Street

Forum Overview

The measure of psychological and social well-being is broadly summed up in the concept of mental health. It captures how well we deal with the world around us, including our responses to everyday challenges and moments of crisis. Given the inherently stressful nature of work, and its capacity to generate conflict, there are myriad ways in which grievance officers will interact with mental health issues.

Through presentations, plenary discussions, and small group sessions, the 2018 CAUT Forum for Senior Grievance Officers will explore mental health in the workplace, including core concepts, jurisprudence, and the support services available to academic staff.

Agenda

Friday, 7 December

- 08:00 – 09:00 **Breakfast** *(provided)* Cartier III
Registration Cartier I/II
- 09:00 – 09:30 **Territorial Acknowledgement, Welcome, Forum Overview, and Introductions** Cartier I/II
- **James Compton** – CAUT President
 - **David Robinson** – CAUT Executive Director
- 09:30 – 10:30 **Session One – Mental Health in the Workplace**
Many Canadians experience mental health challenges, occurrences that can profoundly impact their working lives. What should grievance officers know about this topic?
- **Mary Ann Baynton** – *Mary Ann Baynton Associates*
- 10:30 – 10:45 **Refreshment Break**
- 10:45 – 12:00 **Session Two – Two Duties: Accommodation and Fairness**
A core principle of human rights law is accommodation, the requirement that employers and unions facilitate the participation of all employees in the

workplace – including those facing mental health challenges. A second duty, the duty of fair representation, sets standards for union representation, standards that are higher when the health of a member is at issue. This session will review the law respecting these duties and provide an update on recent jurisprudence.

- **James Cameron** – *Raven, Cameron, Ballantyne & Yazbeck LLP*
- **Sophie Cloutier** – *Poudrier Bradet Avocats, Quebec*

12:00 – 13:30 **Lunch** (provided) **Cartier III**

13:30 – 15:00 **Session Three – Broader Developments in Labour Law**

A review of recent grievance arbitration awards, labour board rulings, and labour-related court decisions.

- **Peter Barnacle** – *General Counsel, Canadian Association of University Teachers (CAUT)*

15:00 – 16:15 **Session Four – Breakout Cartier I/II, Albion, Kent, Queen, York**
(refreshments in rooms)

Participants divide into small groups and discuss the manner in which mental health issues arise in the cases they deal with as grievance officers.

16:15 – 17:30 **Session Five – Providing Support**

Colleagues facing mental health challenges need support. Services are available, ranging from Employee Assistance Programs to insurance company wellness initiatives. How best can associations facilitate the care needed, and what limits are there to the support associations can provide?

- **Mireille Cyr** – *Mental Health Commission of Canada*
- **Simon Halpin** – *Mental Health Commission of Canada*
- **Natasha Udell** – *Legal Counsel, Association of Professors of the University of Ottawa*

17:30 – 19:00 **Reception Sussex (27th Floor)**

Saturday, 8 December

08:00 – 09:00 **Breakfast** (provided) **Cartier III**

09:00 – 10:30 **Session Six – Intoxication and Addiction**

Intoxication and addiction are existing concerns in many workplaces. With the legalization of cannabis, new issues are likely to arise. This session will review the law and practice in this area.

- **Andrew Mendes** – *Rideauwood Addiction and Family Services*
- **Immanuel Lanzadares** – *Legal Counsel, Canadian Association of University Teachers (CAUT)*

10:30 – 10:45 **Refreshment Break**

10:45 – 12:00 **Session Seven – Precarity and Mental Health**

Studies demonstrate that the job insecurity faced by many academic staff negatively affects mental and physical health. What steps can associations take to protect members?

- **Louise Birdsell Bauer** – *Research Officer, Canadian Association of University Teachers (CAUT)*
- **Ivy Bourgeault** – *CIHR Chair in Gender, Work and Health Human Resources*

12:00 – 13:30 **Lunch** (provided) **Cartier III**

13:30 – 14:45 **Session Eight – Representation**

When a case involves mental health concerns, multiple issues can arise – including connecting with the member in need of assistance, maintaining privacy, accessing information, and managing disciplinary meetings. How best can associations deal with the practical representation challenges arising in these situations?

- **Andrea Harrington** – *Collective Bargaining Officer, Canadian Association of University Teachers (CAUT)*
- **Mona Chevalier** – *Collective Bargaining Officer, Canadian Association of University Teachers (CAUT)*
- **Joanne Quirk** – *Senior Steward, Capilano University Faculty Association*

14:45 – 15:45 **Session Nine – Breakout** **Cartier I/II, Albion, Kent, Queen, York**

Participants divide into small groups to discuss how associations can best assist colleagues with mental health issues.

15:45 – 16:00 **Refreshment Break**

16:00 – 17:15 **Session Ten – Open Plenary**

Issues you want to raise that are not on the agenda. This is an opportunity to flag emerging concerns and suggest topics for next year's workshop.

17:15 – 17:30 **Wrap-Up and Concluding Remarks**