

**UPDATED DETAILS! ALL PANELISTS NOW IN PERSON**

**Monday November 6, 5-8pm**

**Come back to us in person, to build a labour relations community!**

# **Bill 124 Impact: Navigating Ontario's Bargaining Landscape**

## **Event Description:**

Ontario's Bill 124 was meant to hold compensation firm at 1 percent per year over 3 years. It was struck down in April 2021, and is being appealed. We need to understand the impact of the Bill, and the current bargaining issues: did it suppress wages in the longer term? Is there catch-up now? What has the Bill and its removal done to bargaining priorities and labour-management relations?

The Ted Rogers School of Management's (TRSM) **Centre for Labour Management Relations (CLMR)** at Toronto Metropolitan University (TMU) cordially invites you to our upcoming panel event.

**Event Title:** "Bill 124 Impact: Navigating Ontario's Bargaining Landscape"

**Panelists:** Colleen Bauman (Goldblatt), Dave Bulmer (AMAPCEO) and David Brooke (OHA)

**Event Location:** Ted Rogers School of Management, 55 Dundas Street West, 7th floor, Cara Commons Hall, Toronto.

## **Event Cost: Eat and Learn:**

- \$50 Early Bird Registration by October 31;
- \$60 Regular Registration after October 31;
- \$10 Virtual Webinar Registration;
- \$25 Student Registration (need to email CLMR directly to get the code for this discount)

Buffet dinner will be served, prepared and served by students majoring in *Hospitality and Tourism Management* at TRSM. Cash bar.

### **Event Highlights:**

- **Bill 124 Unveiled:** Delve into the intricacies of Bill 124, officially known as the "Protecting a Sustainable Public Sector for Future Generations Act." Explore its profound impact on labour relations and collective bargaining in the Ontario context, with a particular focus on the recent court case that challenged its validity.
- **Panel Discussion:** Engage with panellists as they present key insights:
  - **Colleen Bauman**, Partner at Goldblatt Partners.
  - **David Brook**, VP Labour Relations and Chief Negotiations Officer at Ontario Hospital Association.
  - **Dave Bulmer**, President & Chief Executive Officer of AMAPCEO – Ontario's Professional Employees Union.
- **Guided Q&A:** Following the panelists' presentations, our moderator,
- **Daphne Taras**, Professor of Labour Relations and Former Dean at TMU, and current CLMR Director, will lead a Q&A session from the audience. .
- **Distinguished Speakers:** In addition to our panelists, we are honoured to feature **Peggy Nash**, a distinguished practitioner, educator, and former politician, who also serves as Chair of the CLMR Advisory Board, and **Cynthia Holmes**, Dean of Ted Rogers School of Management (TRSM), who will share opening and welcoming remarks.

This event promises to be an informative and thought-provoking exploration of the evolving labour landscape in Ontario, shaped by the complexities of Bill 124. Join us as we navigate the multifaceted implications of this legislation and its lasting effects on labour relations and collective bargaining.

# Event Agenda:

## 5:00 PM - 5:50 PM: Registration, Buffet Dinner, and Networking

- Guests arrive and register for the event.
- Enjoy a buffet dinner prepared and served by *TRSM's Hospitality and Tourism Management students*.
- Opportunity for networking and mingling with fellow attendees.

## 5:50 PM - 6:00 PM: Welcome Remarks

- Welcome to the event by Cynthia Holmes, Dean of Ted Rogers School of Management (TRSM).

## 6:00 PM - 6:10 PM: Opening Remarks

- Insights and introductory remarks by Peggy Nash, Chair of the CLMR Advisory Board.

## 6:10 PM - 6:25 PM: Event Introduction and Backgrounder

- Overview of the event and its significance by Daphne Taras, ex officio Professor of Labour Relations and Former Dean at TMU, and current CLMR Director.

## 6:25 PM - 7:05 PM: Panel Presentations

- Engage with our esteemed panelists as they each present key insights derived from their experiences and expertise:
  - **Colleen Bauman**, Partner at Goldblatt Partners.
  - **David Brook**, VP Labour Relations and Chief Negotiations Officer at Ontario Hospital Association.
  - **Dave Bulmer**, President & Chief Executive Officer of AMAPCEO – Ontario's Professional Employees Union.
    - A dive into the intricacies of Bill 124, officially known as the "Protecting a Sustainable Public Sector for Future Generations Act."
    - Explore its profound impact on labour relations and collective bargaining in the Ontario context.
    - Special focus on the recent court case that challenged its validity.

## 7:05 PM- 7:15 PM: Brief Break

## 7:15 PM - 7:50 PM: Guided Q&A

- Following the panelists' presentations, our moderator, Daphne Taras, will lead a guided Q&A session.
- Attendees can seek further insights and clarification on the topics discussed.

## 7:50 PM - 8:00 PM: Closing Remarks

- Final thoughts and closing remarks by Daphne Taras, CLMR Director.

## **SPEAKER BIOGRAPHIES**

**Colleen Bauman** Colleen Bauman is a labour lawyer in Goldblatt Partners LLP's Ottawa office. Her practice focuses on labour arbitration on behalf of public and private sector union clients. She also participates in public sector collective bargaining negotiations and interest arbitrations. As well, Colleen practices human rights and constitutional law, and represents clients in applications for judicial review and appeals. Colleen also heads Goldblatt Partners' Supreme Court of Canada agency practice, in which she provides clients with advice and agency services on motions, applications and appeals before the Supreme Court.

**David Brook** is the Vice President of Labour Relations and Chief Negotiations Officer for the Ontario Hospital Association (OHA). In this role, he negotiates province-wide collective agreements and provides strategic labour relations and group benefits services for Ontario's hospitals. Prior to joining the OHA, David was responsible for leading collective bargaining, benefits, compensation, and human resources strategies in senior roles with the College Employer Council, University Health Network, and the Ontario Public Service. David holds an M.I.R. from Queen's University (2000) and an LL.M. in Labour and Employment Law from Osgoode Hall Law School at York University (2014).

**Dave Bulmer** is the President & CEO; Chief Executive Officer of AMAPCEO – (A-map-see-oh) – otherwise known as Ontario's Professional Employees Union. Dave represents 17,000 professionals in 13 distinct bargaining units, working across the Province of Ontario in 130 communities and in 10 countries worldwide as civil servants for the Ontario Government or as public servants at 12 arm's length agencies of the government. Prior to his election as President & CEO in 2015, he served a term as Chief Financial Officer and two terms as Board Chair. Dave is also a member of the Ontario Pension Board (OPB) and presently sits as a member of the Human Resources and Pension Committees, and as Chair of the Governance Committee. He also sits on the Toronto Metropolitan University, Centre for Labour and Management Relations, Advisory Board. Dave lectures on Industrial Relations at several Ontario universities and is a frequent panelist at labour relations, human resources, academic and think tank events. Regularly addressing progressive workplace relationships, alternative work arrangements, the impact of artificial intelligence, the value of the public service, and the workplace of the future. Dave was recently featured in Canada's Top 100 Professionals for 2023, and has both an Executive MBA and an Institute of Corporate Directors designation from the University of Toronto's Rotman School of Management.

# Bill 124 Panel- Backgrounder- Navigating Ontario's Public Sector Compensation

## Overview:

Bill 124, officially known as the "Protecting a Sustainable Public Sector for Future Generations Act," was a significant piece of legislation in Ontario's labour relations landscape. Introduced in June 2019 by the Ontario government, the bill aimed to control compensation growth in the public sector, affecting a wide range of workers in education, healthcare, and various government agencies.

## Key Details of Bill 124:

- **Compensation Control:** Bill 124 was introduced as a response to concerns about the growth of public sector compensation. It aimed to limit increases in compensation, including salaries, benefits, and pension contributions, to an average of 1% per year for a three-year period.
- **Application:** The legislation applied to a broad spectrum of public sector workers, including teachers, nurses, paramedics, police officers, and government employees. It covered both unionized and non-unionized workers, as well as managers.
- **Impact on Bargaining:** Bill 124 placed restrictions on collective bargaining for affected workers. It required employers and bargaining agents to negotiate within the confines of the 1% annual cap on total compensation increases.

## Key Takeaways from Bill 124:

- **Compensation Restraint:** The primary aim of Bill 124 was to rein in public sector compensation growth, ultimately seeking to control government spending and address budgetary concerns.
- **Labour Relations Implications:** The legislation had significant implications for labour relations in the public sector. It limited the ability of workers and their unions to negotiate for higher compensation increases.
- **Legal Challenges:** Bill 124 faced legal challenges on the grounds of violating workers' collective bargaining rights. A notable court case challenged the constitutionality of the legislation.

## Highlights of the Court Case:

The court case surrounding Bill 124 was a pivotal moment in its history, as it raised crucial questions about the constitutionality of the legislation. Key highlights of the case include:

- **Constitutional Challenge:** Unions representing various public sector workers (I think we should list at least some of the major unions) challenged Bill 124, arguing that it infringed upon their constitutionally protected right to free collective bargaining.
- **Court Decision:** In a significant development, the Ontario Superior Court ruled in April 2021 that Bill 124 violated workers' rights to collective bargaining. The court found that the legislation improperly restricted the negotiation process.

- Immediate Impact: The court's decision had an immediate impact on the legislation, rendering it invalid. As a result, the compensation increases were no longer subject to the 1% cap, and negotiations could proceed without the constraints imposed by Bill 124.
- Potential Ramifications: The court case's outcome could have far-reaching ramifications for the future of labour relations in Ontario's public sector. It underscored the importance of upholding collective bargaining rights while balancing fiscal responsibility.

In summary, Bill 124's journey encompassed efforts to control public sector compensation and encountered a significant legal challenge that ultimately led to a reevaluation of its impact on labour relations in Ontario. The court's decision to strike down the legislation highlighted the delicate balance between fiscal restraint and the rights of workers to engage in free collective bargaining.

It's essential to note that the specifics of Bill 124, including the cap percentage and any exemptions, can change over time through government decisions and legal challenges. Therefore, it's important to stay updated on the latest developments and interpretations of the legislation.