

# TORONTO

The background of the entire page is a photograph of the Toronto skyline at night. The city lights are reflected in the water in the foreground. The word 'TORONTO' is superimposed at the top in a large, dark blue font, with a white maple leaf inside the letter 'O'. Below the title, the event details are listed in a serif font. The main title 'Arbitration in a Changing World' is in a larger, white serif font. The dates and location are in a smaller, dark blue serif font. At the bottom, there are three lines of text in a white serif font, including a note about a special International Day and a sponsorship acknowledgment.

National Academy of Arbitrators  
75th Annual Meeting  
& Education Conference

## Arbitration in a Changing World

May 11- 14, 2022

Fairmont Royal York

Includes a special International Day\* presented by  
the International Studies Committee:

*Labour Rights and Remedies Under Globalization*

*Implementing the United Nations "Protect, Respect and  
Remedy" Framework*

\*Sponsored by the Research & Education Foundation (REF)

*On-Site Program Agenda*

## **Tuesday, May 10, 2022**

1:00 p.m. – 5:00 p.m. ~ *Prince Edward Island (Main Mezzanine)*  
**NAA REGISTRATION DESK**

12:00 p.m. – 4:00 p.m. ~ *Algonquin (Main Mezzanine)*  
**BOARD OF GOVERNORS MEETING**

## **Wednesday, May 11, 2022**

8:00 a.m. – 5:00 p.m. ~ *Prince Edward Island (Main Mezzanine)*  
**NAA REGISTRATION DESK**

7:00 a.m. – 8:15 a.m. ~ *Manitoba (Main Mezzanine)*  
**NEW MEMBER ORIENTATION BREAKFAST** *(By Invitation Only)*

8:00 a.m. – 5:00 p.m. ~ *Tudor 7 & 8 (Main Mezzanine)*  
**INTERNATIONAL DAY – LABOUR RIGHTS AND REMEDIES  
UNDER GLOBALIZATION\***

*\*Sponsored by the Research and Education Foundation*

12:30 p.m. – 2:00 p.m. ~ *Ballroom (Convention Floor)*  
**INTERNATIONAL DAY LUNCHEON**

6:30 p.m. – 8:00 p.m. ~ *Ballroom Foyer (Convention Floor)*  
**PRESIDENT'S WELCOMING RECEPTION**  
Manitou Mkwa Traditional Opening

## **Thursday, May 12, 2022**

8:00 a.m. – 5:00 p.m. ~ *Prince Edward Island (Main Mezzanine)*  
**NAA REGISTRATION DESK**

8:45 a.m. – 9:00 a.m. ~ *Ballroom Foyer (Convention Floor)*  
**WELCOME & INTRODUCTORY REMARKS**  
Presidential Remarks, Program and Host Announcements

### **Presidential Remarks:**

Susan L. Stewart – NAA President, *Toronto, ON*

### **Program Announcements:**

Jasbir Parmar – NAA Program Chair, *Oakville, ON*

### **Host Announcements:**

John L. Stout – NAA Host Chair, *Toronto, ON*

## **Thursday, May 12, 2022 (Continued)**

9:00 a.m. – 10:15 a.m. ~ *Ballroom (Convention Floor)*

### **DIVERSITY INITIATIVES: FROM IDEA TO IMPLEMENTATION**

The call for diversity has never been broader and it has never been stronger. However, achieving diversity is not without its challenges, in workplaces as well as in the arbitration profession. This panel will address initiatives in connection with arbitrator selection, creating a diverse workforce and eradicating racism from the workplace. It will provide practical examples of how real change can be achieved.

#### **Moderator:**

Christopher J. Albertyn – NAA, *Toronto, ON*

#### **Panelists:**

Annette Boodram – Equity, Diversity & Inclusion Program Manager, York University

John R. Evans – Evans Law

Homer C. La Rue – NAA, *Columbia, MD*

Madam Justice Michelle O’Bonsawin – Ontario Superior Court

Carl Peterson – Filion Wakely Thorup Angeletti LLP

Alan A. Symonette – NAA, *Media, PA*

10:15 a.m. – 10:30 a.m. ~ *Ballroom Foyer (Convention Floor)*

### **COFFEE BREAK**

10:30 a.m. – 11:45 a.m. ~ *Tudor 7 & 8 (Main Mezzanine)*

### **COVID, COVID, COVID: A MULTITUDE OF WORKPLACE ISSUES**

The COVID pandemic has had a profound impact on the workplace and on union-management relations. Arbitrators, unions, and employers have dealt with new and developing issues, such as mandatory vaccination, testing, accommodation, protection of worker health and safety, sick pay, discipline for safety violations, leaves of absence, and many other issues. This panel will discuss how U.S. and Canadian arbitrators have decided COVID-related issues, and how the interests of unions and employers on these issues may be addressed.

#### **Moderator:**

Jim Oakley – NAA, *St. John’s, NL*

#### **Panelists:**

Richard Bales – NAA, *Mars, PA*

Eli Gedalof – NAA, *Toronto, ON*

Jay Jaffe – Senior Managing Counsel, Local 1199 – SEIU

Amanda Lawrence-Patel – Hicks Morley Hamilton Stewart Storie LLP

**Thursday, May 12, 2022 (Continued)**

12:00 p.m. – 1:30 p.m. ~ *Ballroom (Convention Floor)*

**DISTINGUISHED SPEAKER LUNCHEON**

**Introduction:**

Susan L. Stewart – NAA President, *Toronto, ON*

**Speaker:**

The Right Honourable Beverley McLachlin

1:45 p.m. – 3:00 p.m. ~ *Algonquin (Main Mezzanine)*

**CONCURRENT SESSION – POSTAL LABOUR RELATIONS**

Representatives from American postal unions and the United States Postal Service will discuss workplace challenges, new collective bargaining agreements, and their impact on grievance arbitration.

**Moderator:**

Andrea Laiacona Dooley – NAA, *Oakland, CA*

**Panelists:**

Jennifer Breslin – Director, Collective Bargaining and Arbitration, USPS

Charlie Cash – Industrial Relations Director, APWU, AFL-CIO

Travis “Greg” Dixon – National Association of Letter Carriers

Michael J. Gan – General Counsel, National Rural Letters Carriers' Association

Don Gonzales – Regional Director, National Postal Mail Handlers Union

1:45 p.m. – 3:00 p.m. ~ *Tudor 7 & 8 (Main Mezzanine)*

**CONCURRENT SESSION – AIRLINES LABOUR RELATIONS**

Does duration matter? Air Canada negotiated 10-year agreements for successive collective bargaining agreements with most of its unions (2015-2025). What lessons are being learned? In the US “amendable” agreements under the Railway Labor Act also result in long-duration agreements. Does that amount to the same thing? What are the implications for arbitration?

**Moderator:**

Ginette Brazeau – Chair, Canada Industrial Relations Board

**Panelists:**

Irene Chrisanthopoulos – Air Canada

Betty Ginsburg – Director of Representation, Air Line Pilots Association

Megan Reid – Dewart Gleason LLP

Robert Siegel – O’Melveny, Partner

**Thursday, May 12, 2022 (Continued)**

1:45 p.m. – 3:00 p.m. ~ *Salon A (Convention Floor)*

**CONCURRENT SESSION – DOMESTIC LITIGATION OF INTERNATIONAL WORKPLACE CLAIMS**

This panel will explore the increasing use of domestic courts to enforce human rights claims that arise in foreign countries where the work has taken place.

**Moderator:**

Sherrie Rose Talmadge – NAA, *Boston, MA*

**Panelists:**

Aaron Halegua – PLLC, New York School of Law, U.S. - Asian Law Institute Research Fellow

Charity Ryerson – Executive Director, Corporate Accountability Lab

James Yap – President of Canadian Lawyers for International Human Rights (CLAHR)

3:15 p.m. – 5:00 p.m. ~ *Ballroom (Convention Floor)*

**FIRESIDE CHAT**

Margie Brogan, the Academy's president in 2016-17, accomplished arbitrator in a range of private and public sector fields, law school teacher, and frequent program developer and lecturer, will speak of her early years, including how she broke into the profession as a young woman in a male-dominated profession – a story that resonates with other women in the NAA. Margie will be interviewed by her husband, Barry Winograd, also a former NAA President. He promises that the chat will allow all to share Margie's laugh, her quick wit, and her devotion to the Academy and the arbitration profession as a whole -- including her passion for mentoring newer arbitrators and supporting diversity and inclusion projects.

**Interviewer:**

Barry Winograd – NAA, *Oakland, CA*

**Interviewee:**

Margie Brogan – NAA, *Philadelphia, PA*

5:00 p.m. – 6:30 p.m. ~ *Tudor 7 & 8 (Main Mezzanine)*

**NFB FILM – *LITTLE CAUGHNAWAGA: TO BROOKLYN AND BACK***

**Thursday, May 12, 2022 (Continued)**

5:00 p.m. – 5:45 p.m. ~ *Saskatchewan (Main Mezzanine)*  
**INTERNAL GRIEVANCES COMMITTEE MEETING**

5:00 p.m. – 6:30 p.m. ~ *Salon A (Convention Floor)*  
**REF MEETING**

5:00 p.m. – 6:00 p.m. ~ *Algonquin (Main Mezzanine)*  
**REGIONAL CHAIRS COMMITTEE MEETING**

5:45 p.m. – 6:30 p.m. ~ *Saskatchewan (Main Mezzanine)*  
**ARBITRATIONINFO.COM COMMITTEE MEETING**

6:30 p.m. – 10:00 p.m. ~ *Ballroom (Convention Floor)*  
**RECEPTION AND DINNER AT THE ROYAL YORK**

**Friday, May 13, 2022**

8:00 a.m. – 5:00 p.m. ~ *Prince Edward Island (Main Mezzanine)*  
**NAA REGISTRATION DESK**

8:45 a.m. – 9:00 a.m. ~ *Ballroom (Convention Floor)*  
**OPENING REMARKS**

**Program/Host Announcements:**

Jasbir Parmar – NAA, Program Chair, *Oakville, ON*  
John L. Stout – NAA, Host Chair, *Toronto, ON*

9:00 a.m. – 10:15 a.m. ~ *Ballroom (Convention Floor)*

**GIG WORKERS: ENTREPRENEURS OR ECONOMIC PREY**

A discussion about gig worker issues, including the issue of their legal status as employees or independent contractors, organizing, political advocacy, the tech industry and more.

**Moderator:**

Joshua M. Javits – NAA, *Washington, DC*

**Panelists:**

J. Kim Fennell – Board Director, Global Technology Executive, Angel Investor, *Los Gatos, CA*  
Lise Lareau – Professor, York University  
Don Munro – Jones Day  
Michael Wright – Wright Henry LLP

**Friday, May 13, 2022 (Continued)**

10:15 a.m. – 10:30 a.m. ~ *Ballroom Foyer (Convention Floor)*

**COFFEE BREAK**

10:30 a.m. – 11:45 a.m. ~ *Tudor 7 & 8 (Main Mezzanine)*

**ARBITRATING THE NEW EMPLOYMENT REALTIES**

Cultural changes have dramatically altered the employment relationship, leading to new standards for a respectful workplace, human rights accommodation, privacy and identity recognition. As a result, labour and employment arbitration has become far more complex. Significant new claims and remedies have emerged. In Canada, there are also constitutional and statutory dimensions to arbitral jurisdiction. In the U.S., state legislation and several courts' statutory interpretations have contracted arbitral jurisdiction in both employment and labor areas. This panel of arbitrators and advocates will examine the evolution of arbitration from basic contract dispute resolution and discuss what the future is likely to bring.

**Moderator:**

Margo R. Newman – NAA, *Toronto, ON*

**Panelists:**

Ian Hayes, Esq., – Creighton, Johnsen & Giroux

Caroline (Nini) Jones – Jones Pearce LLP

Don Jordan, Q.C. – Harris & Company

Elizabeth McPhail, Esq. – Hodgson Russ

12:00 p.m. – 1:30 p.m. ~ *Ballroom (Convention Floor)*

**PRESIDENTIAL LUNCHEON**

**Introduction:**

Kenneth Paul Swan – NAA, *Toronto, ON*

**Speaker:**

Susan L. Stewart – NAA President, *Toronto, ON*

**Friday, May 13, 2022 (Continued)**

1:45 p.m. – 3:00 p.m. ~ *Salon A (Convention Floor)*

**CONCURRENT SESSION – MAJOR CASE BRIEFING**

What are the major cases that have impacted labour and employment arbitration in the past year? A panel of American and Canadian advocates, two of whom customarily represent unions and two of whom customarily represent employers, will answer that question.

**Moderator:**

Allen Ponak – NAA, *Toronto, ON*

**Panelists:**

Wassim Garzouzi – RavenLaw LLP

Erin Kuzz – Sherrard Kuzz LLP

Claire Sellers – New York State United Teachers

Kristin Wheaton – Goldberg Segalla

1:45 p.m. – 3:00 p.m. ~ *Tudor 7 & 8 (Main Mezzanine)*

**CONCURRENT SESSION – WHY DOES IT TAKE SO LONG?  
HOW TO MAKE ARBITRATION MORE EFFECTIVE**

This interactive session will explore ways that the arbitration process gets bogged down, and suggest changes that can be made by arbitrators and the parties. You will hear both employer and union counsels' perspective on these potential changes, as well as the perspective of both a Canadian and a U.S. arbitrator. There will be an opportunity for your input as well.

**Moderator:**

Randi Hammer Abramsky – NAA, *Toronto, ON*

**Panelists:**

Kevin Banks – NAA, *Wakefield, QC*

Jeanne Charles – NAA, *Pembroke Pines, FL*

Sara Malkin – Mathews Dinsdale & Clark LLP

Archana Mathews – Ontario Public Service Employees Union

3:00 p.m. – 5:00 p.m. ~ *Tudor 7 & 8 (Main Mezzanine)*

**THE COLLEGE OF LABOR AND EMPLOYMENT LAWYERS –  
MEMPHIS STRIKE DOCUMENTARY**

4:00 p.m. – 6:00 p.m. ~ *Saskatchewan (Main Mezzanine)*

**CPRG MEETING**

5:00 p.m. – 6:00 p.m. ~ *Salon A (Convention Floor)*

**CONTINUING EDUCATION COMMITTEE MEETING**

5:30 p.m. – 7:00 p.m. ~ *Ballroom Foyer (Convention Floor)*

**NEW MEMBER WELCOMING RECEPTION**



**Saturday, May 14, 2022 (ARBITRATORS ONLY)**

8:45 a.m. – 9:30 a.m. ~ *Ballroom (Convention Floor)*

**SPECIAL HONORARY SPEAKER – HONOURABLE MAHMUD JAMAL OF THE SCC**

The newest appointee to the Supreme Court of Canada, The Honourable Mahmud Jamal will speak to Academy members about litigating arbitration issues before the courts, including the Supreme Court of Canada. Justice Jamal's work as counsel and as a judge provide him with experience and insights on this important issue.

**Introduction:**

Paula Knopf – NAA, *Toronto, ON*

**Speaker:**

Justice Mahmud Jamal – Supreme Court of Canada

9:30 a.m. – 10:40 a.m. ~ *Ballroom (Convention Floor)*

**DIVERSITY, EQUITY, INCLUSION AND BELONGING IN PRACTICE**

Unions and Employers have joined other organizations across North America in initiating a cultural revolution by prioritizing diversity, equity and inclusion. This has affected their practices both internally and in connection with their retention practices. In this session we will hear from Unions and Employers about their new approaches to advance their joint commitment to diversity, equity and inclusion, including in relation to arbitrator selection.

**Introduction:**

Christopher J. Albertyn – NAA, *Toronto, ON*

**Panelists:**

Audrey Roofeh – CEO, Mariana Strategies LLC

John Feltz – International Vice President and Rail Road Division

Director, Transport Workers Union of America

Andrea Gansen – Vice President of Labor Relations, Amtrak

Cara E. Leheny – Divisional Deputy City Solicitor, City of Philadelphia  
Law Department, Labor & Employment Unit

Richard Poulson – Willig, Williams & Davidson, *Philadelphia, PA*

**Saturday, May 14, 2022 (Continued)**

10:55 a.m. – 12:00 p.m. ~ *Ballroom (Convention Floor)*

**CONCURRENT SESSION – SYSTEMS FOR SUCCESS: DECISION-WRITING TIPS AND STRATEGIES**

Join us for an informative session with Caroline Mandell. Ms. Mandell is the of a top-rated podcast series on writing reasons for In All Fairness, the Canadian Institute for the Administration of Justice's podcast channel. She teaches judges and adjudicators across Canada about decision-writing. You will learn what you need to develop the habits that facilitate excellent adjudicative decision-writing, and how to tailor best practices to your own writing style and preferences. You will benefit from tips and “take-away” strategies for timely and effective decision-writing.

**Moderator:**

Jacalyn J. Zimmerman – NAA, *Lake Bluff, IL*

**Speaker:**

Caroline Mandell – Mandell Coaching

10:55 a.m. – 12:00 p.m. ~ *Tudor 7 & 8 (Main Mezzanine)*

**CONCURRENT SESSION – U.S. DESIGNATING AGENCIES UPDATE**

Hear from the agencies’ representatives about the trends and issues impacting each agency.

**Moderator:**

David Weinberg – NAA, *Mill Valley, CA*

**Panelists:**

Christine Newhall – American Arbitration Association

Arthur Pearlstein – Federal Mediation and Conciliation Service

12:00 p.m. – 1:00 p.m.

**LUNCH ON YOUR OWN**

1:00 p.m. – 1:30 p.m. ~ *Ballroom (Convention Floor)*

**MEMBER RECOGNITIONS**

Honorary Life, 25 & 40 Year Members, and New Members

1:30 p.m. ~ *Ballroom (Convention Floor)*

**ANNUAL BUSINESS MEETING (MEMBERS ONLY)**

3:00 p.m. ~ *Algonquin (Main Mezzanine)*

**BOARD OF GOVERNORS MEETING**

**New Members**

Mark L. Asbell\*  
*Sherwood Park, AB*

Kevin Banks\*  
*Wakefield, QC*

James Q. Brennwald\*  
*Chicago, IL*

James M. Cooney  
*Piscataway, NJ*

Juan Carlos Gonzalez\*  
*Westlake Village, CA*

Richard K Hanft\*  
*Highland, IN*

Danielle L. Hargrove\*  
*Dallas, TX*

James McKeever\*  
*New York, NY*

Hilary Mofsowitz  
*Carmel, NY*

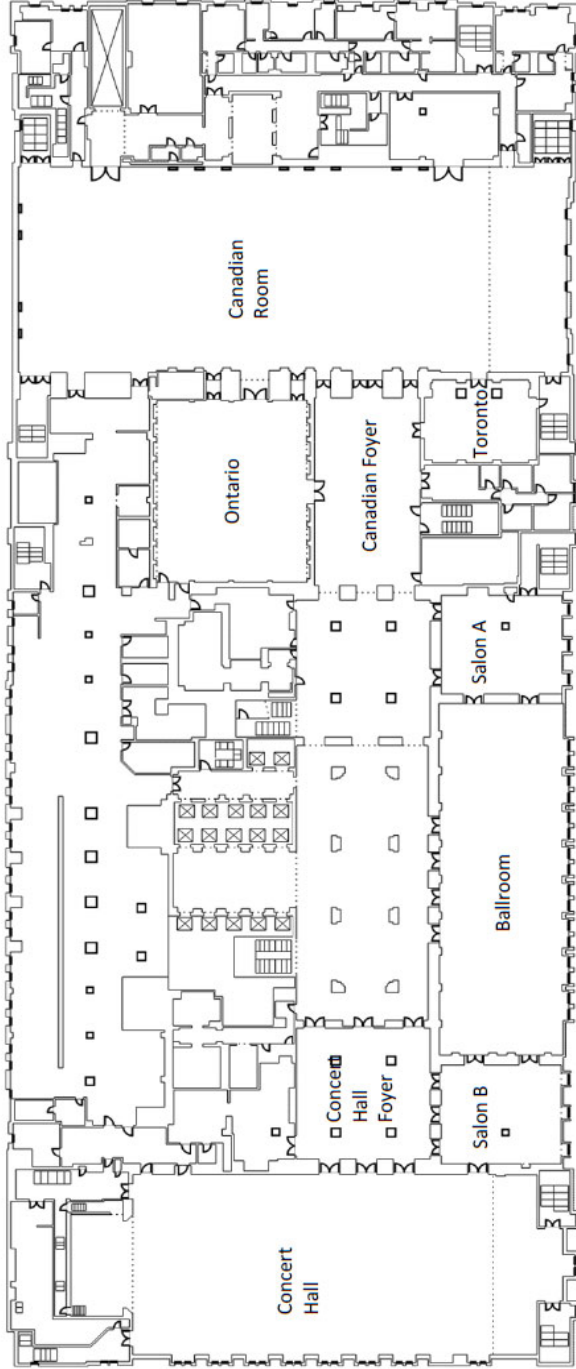
Mark Gaston Pearce  
*Washington, DC*

Christopher M. Shulman\*  
*Tampa, FL*

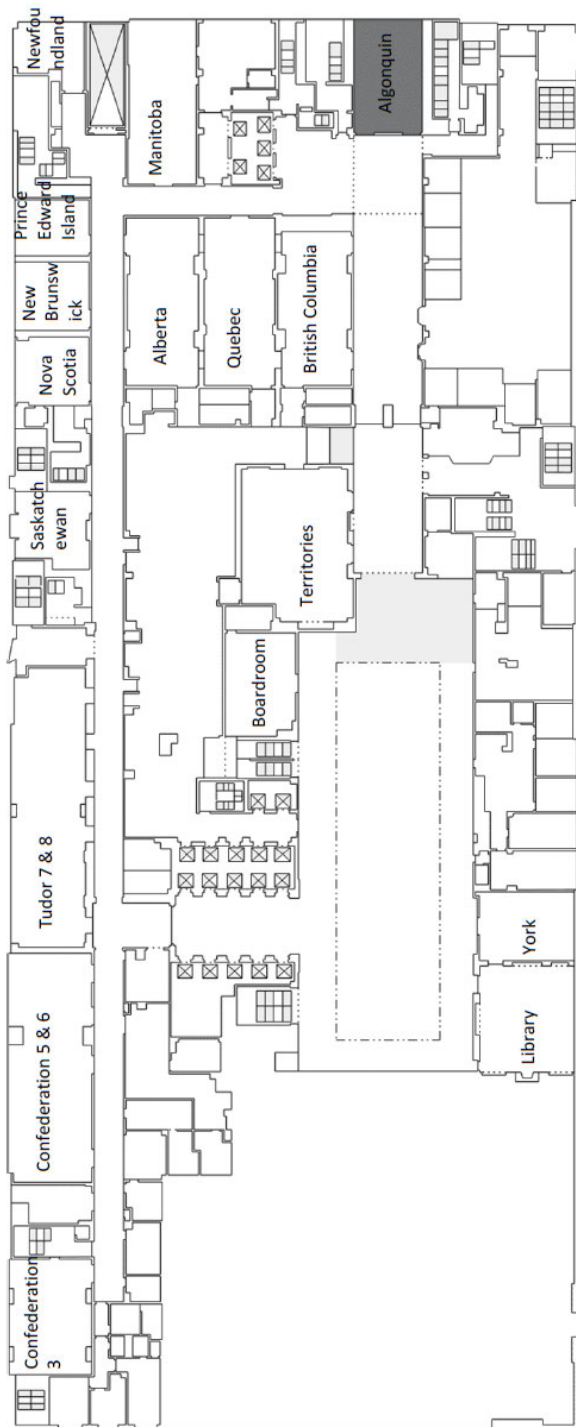
Michael G. Whelan  
*Brooktondale, NY*

\*In attendance at annual meeting.

Convention Floor



Main Mezzanine



**2022 Annual Meeting Program Committee Toronto**

Jasbir Parmar, *Chair*

Christopher J. Albertyn  
Randi Hammer Abramsky

Shelia G. Mayberry

Elizabeth Neumeier

Allen Ponak

Andrea Laiacona Dooley

James Oakley

Jacalyn J. Zimmerman

Arne Peltz

Paula Knopf, *Ex Officio*

**2022 Annual Meeting Host Committee Toronto**

John L. Stout, *Chair*

Jules Barry Bloch

Margaret R. Brogan

Randi E. Lowitt

Gordon F. Luborksy

Elaine Newman

Margo R. Newman

Stephen Raymond

Christine A. Schmidt

Michel G. Picher, *Honorary Member*

Pamela Cooper Picher, *Honorary Member*

Walt De Treux, *Ex Officio*

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Joshua Javits, *Vice Chair*

Richard Bales

Jules Barry Bloch

John P. DiFalco

Jacquelin F. Drucker

Richard D. Fincher

Sherrie Rose Talmadge

Jeanne M. Vonhof

Arnold M. Zack

# Plan to Attend:



**National Academy of Arbitrators**

2023 Annual Meeting &  
Education Conference



*Save the Date*  
**MAY 3-6**  
**Grand Hyatt Denver**

for more information: [naarb.org](http://naarb.org)



SAVE THE DATE MAY 7-10, 2024  
BOSTON PARK PLAZA

National Academy of Arbitrators  
77th Annual Meeting & Education Conference

**Boston**

[www.naarb.org](http://www.naarb.org)