

2016 ONPHA Conference and Trade Show

301

Human Resources: Trends and Best Practices

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ONPHA



Overview

- Bullying and Harassment – Bill 132 Update
- Progressive Discipline
- Superintendents and Their Contracts
- Contractual Notice of Without Cause Termination
- Confidentiality
- Changing Fundamental Employment Policies



Bullying and Harassment – Bill 132 Update

Occupational Health & Safety Act (see ONPHA infoON)

- increased obligations with respect to workplace harassment programs
- additional duties to protect workers
- proper investigation into allegations and communication of results
- inspectors permitted to order impartial third party investigation



Bullying and Harassment – Bill 132 Update

Residential Tenancies Act, 2006 (see ONPHA infoON)

- removal of procedural obstacles and increased rights of victims of sexual violence
- tenants allowed to terminate residential leases on short notice when faced with domestic or sexual violence



Progressive Discipline

Purpose

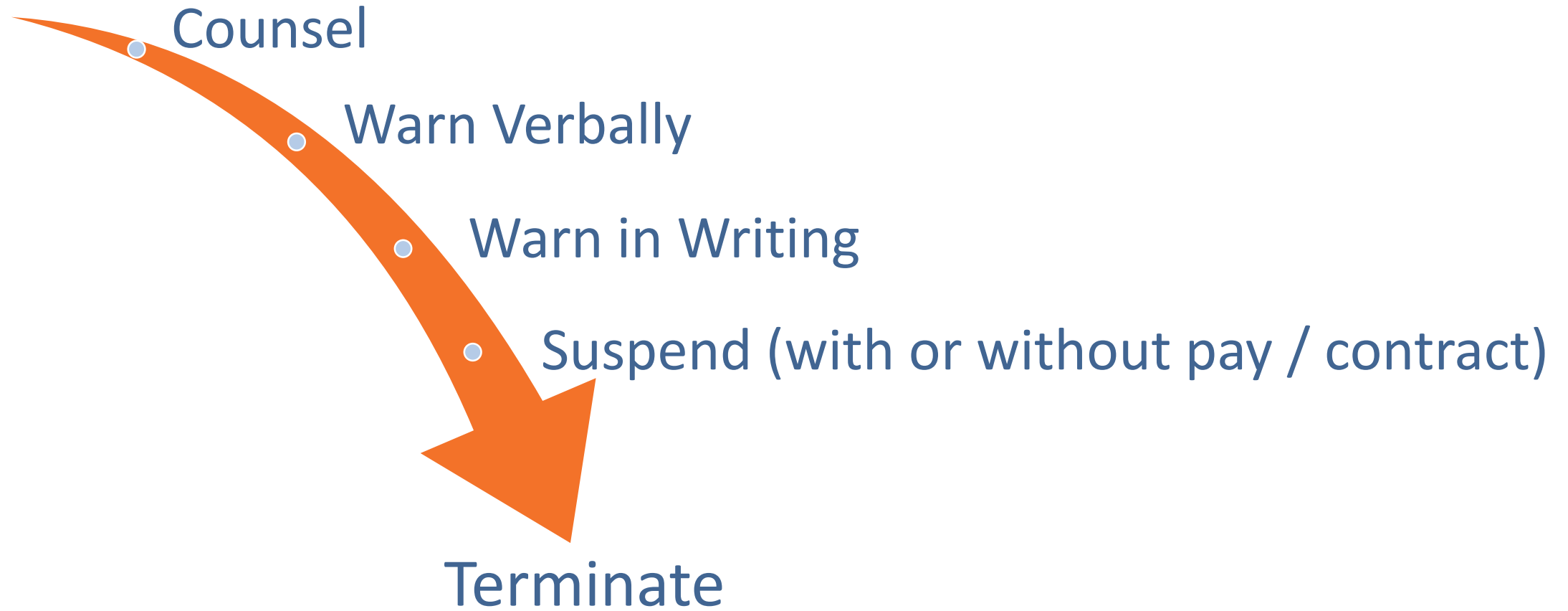
- address unacceptable culpable behavior
- rehabilitate and correct behaviour through escalating disciplinary process
- build a record in support of possible termination of employment



Behaviours Distinguished

- Culpable – blameworthy behaviour
- Non-culpable – beyond the employee's control

Progressive Discipline - Steps



Progressive Discipline

Defining Appropriate Discipline

- Proportional to the misconduct
- Review mitigating factors
 - seriousness
 - past disciplinary record
 - provocation / premeditation / momentary lapse
 - years of service



Superintendents and their Contracts

- Live on site
- Hours of work
 - overtime
 - on call
- Notice upon termination without cause
- Living quarters – short term / long term disability



Contractual Notice of Without Cause Termination

Certainty

Clarity

Predictability

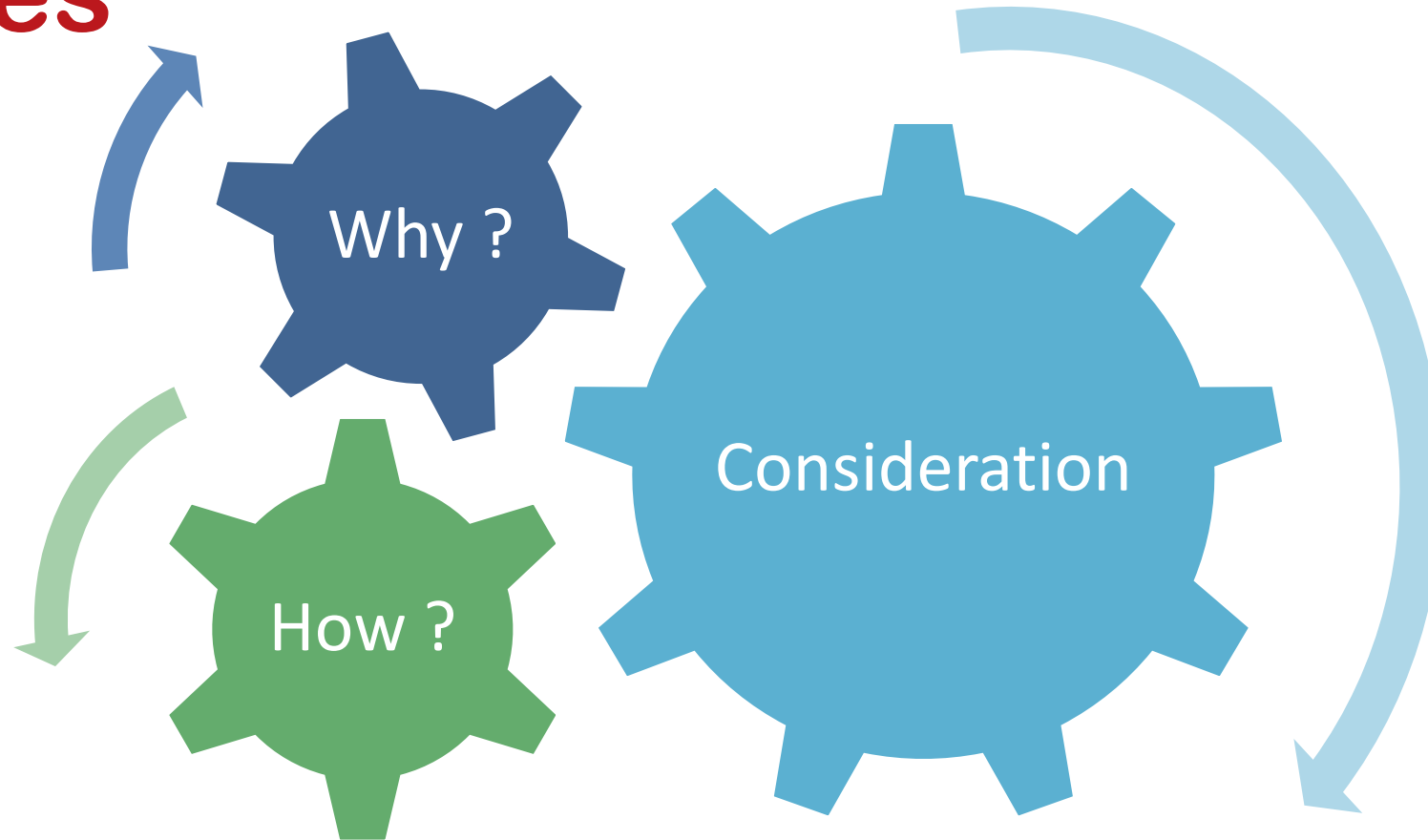


Confidentiality

- Board meetings
- Board correspondence
- Reviews by the Region / Province
- Employee files
- Tenant files



Changing Fundamental Employment Policies



Thank you!

Questions? Contact Ross, Reagan or Raymond.



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