

PAULA KNOPE
Résumé

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As an arbitrator and mediator, Paula Knopf has been active in labour relations and dispute resolution in the private and public sectors since 1980. In 1996 she was appointed by the Federal Minister of Labour to act as one of the three members of the Task Force recommending changes to Part One of the *Canada Labour Code*. In 2007 she was asked by the Ontario Ministry of Labour to be the Director of its Arbitrator Development Program. She served as Chair of the Education and Colleges Relations Commissions from 1991 - 1997. She has served as a part-time Vice-Chair of the Ontario Labour Relations Board and the Grievance Settlement Board of Ontario. She is named as a roster arbitrator in several collective agreements. She is also an adjunct professor at Osgoode Hall Law School, who has taught Labour Arbitration and supervised several Masters theses. She is an active member of the Ontario Labour Management Arbitrators Association as well as the National Academy of Arbitrators, sitting on its Professional Responsibilities and Grievance Committee. In addition, she served as Chair of the Ontario Motor Vehicle Arbitration Plan.

EDUCATION

1970	Waterloo Lutheran University
1972	B.A., University of Toronto
1975	LL.B. Osgoode Hall Law School, York University
1977	Called to the Bar of the Province of Ontario

PROFESSIONAL WORK HISTORY - Overview

1975 - 76	Articled to Ian Scott at the firm then known as Cameron, Brewin and Scott in Toronto
1977 - 78	Associate with the law firm of Jaffary & Turner, Toronto
1978 - 79	Maintained private office for the practice of law devoted primarily to employment, civil, criminal and family litigation
1979 - 84	Member of the Faculty of Osgoode Hall Law School with responsibility as: Counsel for the Community and Legal Aid Services Program Lecturer in Civil Procedure and Trial Advocacy
1984 to date	Arbitrator and Mediator (see details below)
1991 - 97	Chair, Education and Colleges Relations Commissions

ARBITRATION AND MEDIATION EXPERIENCE

1. Full-time Arbitrator and Mediator in the public and private sectors, including several appointments to permanent panels -1984 to date
2. Roster Mediator, Ontario Mandatory Mediation Program – 1999 to October 2002
3. Referee under the Employment Standards Act, 1984 -1990
4. Sitting on a Board of Inquiry hearing cases under the Ontario Human Rights Code
5. Factfinder, Mediator and Arbitrator for the Education and Colleges Relations Commissions, 1979 – 1988

TRIBUNAL, PROJECT and ACADEMIC APPOINTMENTS

1. Adjunct Professor, Osgoode Hall Law School, York University, teaching the Labour Arbitration Seminar, coaching moots and supervising graduate theses, 1999 to date
2. Director, Ontario Arbitrator Development Program, 2007-2008
3. Chair, Education Relations Commission of Ontario, 1991-1997
4. Chair, Colleges Relations Commission of Ontario, 1991-1997
5. Vice-Chair (Part-Time), Ontario Labour Relations Board, 1984 -1997
6. Vice-Chair, Public Service Grievance Settlement Board, 1984 to date
7. Member of the Task Force recommending revisions to Part One of the Canada Labour Code, appointed by the Federal Minister of Labour, 1995 – 1996
8. Chair, Ontario Motor Vehicle Arbitration Plan, 1990 – 1994

PUBLICATIONS

1993 Labour Arbitration Yearbook: Lancaster House
"Classification Disputes at Arbitration"

1996 *Seeking a Balance: Review of Part One of the Canada Labour Code*
Co-Authored with Andrew Sims and Rodrique Blouin

2000 *Book Review of Legalising Gender and Equality: Courts, Markets
Unequal Pay for Women in America*, Published in *Relations
Industrielles/Industrial Relations*, 2000, Vol. 55, No 2

2001 *"Free Speech and Privacy in the Internet Age: The Canadian
Perspective"*, Published in *Arbitration 2001 – Arbitrating in an
Evolving Legal Environment*, 54th Annual Meeting, National
Academy of Arbitrators, Edited by J. Grenig and S. Briggs, The
Bureau of National Affairs, Inc., Washington, D.C.

2001 *Contributor to State of the Art and Practice in Dispute Resolution: A
Symposium in Honour of Bryan M. Downie*; Mary Lou Coates,
Editor. Queen's Industrial Relations Centre, 2002

2002 *"Free Speech and Privacy in the Internet Age: The Canadian
Perspective"*, *Comparative Labour Law & Policy Journal*,
Volume 24, Number 1, Fall 2002

PROFESSIONAL ASSOCIATIONS AND ACTIVITIES

1. National Academy of Arbitrators, 1995 to date
Program Committee for Ottawa-Gatineau Conference May 2008
Professional Responsibility and Grievance Committee, 2008 to date
Research and Education Foundation
2. Member, Ontario Labour-Management Arbitrators' Association, 1991 to date
Board of Directors, 1995 – 1998
3. Member, Circle of Chairs, Society of Ontario Adjudicators, 1991 – 1997
4. Canadian Bar Association – Ontario Labour Law Subsection
President – 1993 - 1994
Vice President – 1992 - 1993

PUBLIC ADDRESSES and ACTIVITIES

Several appearances giving speeches and training sessions about arbitration, mediation, labour relations and interest-based bargaining, including:

¹⁹⁹¹ "Winning Cases at Grievance Arbitration", presented for Lancaster

House

1992 Ontario School Board Trustees Association, "Projections of Labour Relations Issues," Canadian Bar Association, Continuing Education Series, "Labour Relations Act Reforms"

1993 Ontario English Catholic School Teachers Association
"Grievance Arbitration"

1995 Ontario Labour Relations Symposium, Panellist
"Ontario Labour Arbitration Forecast"

1996 Law Society of Upper Canada, Continuing Education Series
"Mastering Mediation"

1997 Infonex Seminar, Keynote Speaker
"Successfully Administering the Collective Agreement"
Institute for International Research – Discipline and Discharge
Procedures: A Practical Update Seminar
"Diagnosing Potential Outcomes of your Arbitrations:
The Arbitrator's Perspective"
Infonex Seminar, Chair
"Canada Labour Code Reform – A Complete Review"

1998 University of Toronto Centre for Industrial Relations, Panellist
Labour Arbitration Conference
"Putting Your Best Face on Your Case: What Arbitrators Look for
in Case Presentation"
Osgoode Hall Law School, Professional Development Programme
Coach, Advanced Mediation Workshop
Centrum Information Seminar, Chair
"Key Issues in Ontario Education Reform"
Insight Information Inc. Conference – Keynote Speaker
"Labour Reform: How to Keep the Pendulum from Swinging"

1999 Ministry of Labour, Arbitrators Training Program
"Mediation in Arbitration"
Mathews, Dinsdale and Clark, Labour Law Moot Competition
Participating Arbitrator
Canadian Association of Labour Lawyers Conference
Guest Speaker
National Academy of Arbitrators, Speaker
"Disability Issues: The Canadian Perspective"
Lancaster House, Labour Arbitration Conference, Panellist
"Accommodation Issues"
Glass Moulders' Convention, Panellist

"What do Arbitrators Look for at Arbitration"

2000 Coach, Osgoode Hall Law School Mooting Team
 Mathews, Dinsdale and Clark Labour Arbitration Moot

 Queen's University Industrial Relations Centre, Presentation
 "Labour Arbitration Skills"

 Queen's University Industrial Relations Centre, Panellist
 Brian Downie Symposium
 "Mediating Justice: Practice Meets Theory"

2001 Coach, Osgoode Hall Law School Mooting Team
 Mathews, Dinsdale and Clark Labour Arbitration Moot

 Queen's University Industrial Relations Centre, Presentation
 "Labour Arbitration Skills", April 30, 2001

 Workshop Designer and Presenter for Ombudsman Ontario
 "The Duty to Accommodate", October 12, 2001

 Lancaster House Conference, Panel Chair
 "Issues in Public Sector Bargaining", October 31, 2001

 National Academy of Arbitrators, Speaker, Tampa, Florida
 "Free Speech and Privacy in the Age of the Internet –
 The Canadian Perspective", November 2, 2001

 Co-Chair, Ontario Labour-Management Arbitrators' Association
 Fall Education Conference, November 15, 2001
 "Making the System Work Better"

2002 Coach, Osgoode Hall Law School Mooting Team
 Mathews, Dinsdale and Clark Labour Arbitration Moot

 Speaker, Police Employment in 2000 Conference, Toronto
 February 25-26, 2002

 Key Note Speaker, Ontario Public School Boards Association
 Labour Relations Symposium, April 4, 2002

 Queen's University Industrial Relations Centre, Presentation
 "Labour Arbitration Skills", April 28, 2002

 Panellist, Law Society Continuing Education Seminar,
 "New Developments in Labour Law, Mediation in Arbitration",
 May 27, 2002

 Discussion Leader, "Recent Issues and Developments in
 Canadian Labour Arbitration", National Academy of Arbitrators
 2002 Annual Meeting, Pittsburgh, Pa.,
 May 30 – June 2, 2002

 Co-Chair, Ontario Labour-Management Arbitrators' Association
 Continuing Education Seminar, "Assessing Credibility",
 November 21, 2002

2003 Coach of the winning Osgoode Hall Law School Mooting Team

Mathews, Dinsdale and Clark Labour Arbitration Moot
February 18-19, 2003

Queen's University Industrial Relations Centre, Presentation
"Labour Arbitration Skills", May 25, 2003

Plenary Panellist, Labour Arbitration and Policy Conference,
University of Calgary, Industrial Relations Research Group,
June 11-12, 2003

Panellist, "The Future of Administrative Justice",
2003 Conference of Boards and Agencies, November 7, 2003

2004

Coach of the Osgoode Hall Law School Mooting Team
Mathews, Dinsdale and Clark Labour Arbitration Moot
January 24, 2004

Queen's University Industrial Relations Centre, Presentation
"Labour Arbitration Skills", May 1, 2004

Panellist, Police Association of Ontario Conference, Workshop on
Arbitration under the Police Services Act, August 10, 2004

Panellist, Ontario Bar Association Labour Law Section
"Zero Tolerance – the Ultimate Zero Sum Game?",
September 20, 2004

Panellist, "How to avoid being Judicially Reviewed", with Justice
Stephen Goudge, Ontario Court of Appeal, and Professor
Thomas Kuttner, Ontario Labour-Management Arbitrators'
Association, November 18, 2004

2005

Panellist, "Rulings on Difficult Issues at Arbitration", OPS Labour
Relations Conference, January 20, 2005

Coach of the Osgoode Hall Law School Mooting Team
Mathews, Dinsdale and Clark Labour Arbitration Moot
Placed 2nd

2006

Coach of the Osgoode Hall Law School Mooting Team
Mathews, Dinsdale and Clark Labour Arbitration Moot,
January, 2006

Panellist, Ontario Bar Association, Labour Law Subsection,
"Straight Talk from Arbitrators", June 12, 2006

Speaker, Insight Conference, "Accommodation Issues in Arbitration",
June 15, 2006

Moderator, Panel on "Ethical Issues in Arbitration", with
Justice Stephen Goudge, George Thompson and Ken Swan,
at the Ontario Labour-Management Arbitrators' Association
Conference, November 16, 2007

2007

Coach of the Osgoode Hall Law School Mooting Team
Mathews, Dinsdale and Clark Labour Arbitration Moot,
January, 2007

Panellist, "Difficult Rulings at Arbitration", Lancaster Conference, Calgary, Alberta, June 13, 2007

Speaker, "Confessions of the Arbitrator who wrote the Parry Sound decision" or "Be careful of what you asked for", Montreal, Quebec, June 14, 2007

Director, Arbitrator Development Program, Phase 1, with the Ontario Ministry of Labour, November 28 - 30, 2007

2008 Coach of the Osgoode Hall Law School Mooting Team
 Mathews, Dinsdale and Clark Labour Arbitration Moot,
 January 2008

 Member, Program Committee - 2008 National Academy of Arbitrators Annual Meeting, Ottawa-Gatineau

 Director, Arbitrator Development Program, Phases 2 & 3, with the Ontario Ministry of Labour

 Presenter, *Labour Arbitration and Dispute Resolution in Art, Literature and Opera*, at the National Academy of Arbitrators Conference, Ottawa-Gatineau, May 2008

 Chair, Panel on *How to Deal with Ethical Dilemmas*, at the National Academy of Arbitrators Conference, Ottawa-Gatineau, May 2008

2009 Coach of the Osgoode Hall Law School Mooting Team
 Mathews, Dinsdale and Clark Labour Arbitration Moot,
 January 2008

 Speaker for the "New Member Orientation," National Academy of Arbitrators Conference, Chicago, Illinois; May 20, 2009

 Panellist, "The Next Generation of Arbitrators and Advocates - From Where Will They Come?" National Academy of Arbitrators Conference, Chicago, May 23, 2009

 Speaker, "What do Arbitrators Look for?" *Canadian Labour Congress: Arbitration Skills Seminar*, May 28, 2009

 Presenter, "Human Rights and Accommodation," for the Office of the Ombudsman Ontario, September 24, 2009

 Panellist, "The Business Side of Arbitration" - National Academy of Arbitrators - Fall Education Conference, San Antonio, Texas; October 3, 2009

VOLUNTEER, COMMUNITY ACTIVITIES and INTERESTS

Intake Worker, Yonge Street Mission, Food Bank, 1998 – 1999

Member, Social Planning and Allocation Committee, United Jewish Federation,
1998 – 2001

Volunteer, Canadian Foundation for Children, Youth and the Law,
Peer Mediation Project, 1999 – 2000

Board of Directors, Chamber Concerts Canada, 1992 – 2000

Sandwich-maker, Waitress and Cleaner, “Feed the Hungry Program”,
Law Society of Upper Canada, Fall 2000 – 2006

Patron, Canadian Opera Company and as much theatre as possible

Student of Ballroom and Swing Dance