

STEPHEN RAYMOND

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PROFESSIONAL EXPERIENCE

- 2000 TO PRESENT **ARBITRATOR AND MEDIATOR, RAYMOND DISPUTE RESOLUTION**

Arbitrate/mediate public and private sector unionized workplace disputes

Mediate mandatory and non-mandatory civil litigation actions
- 2003 TO PRESENT **PART-TIME VICE-CHAIR, ONTARIO LABOUR RELATIONS BOARD**

Adjudicate matters arising pursuant to the Ontario Labour Relations Act, Employment Standards Act and Occupational Health and Safety Act
- 2000 TO 2003 **FULL-TIME VICE-CHAIR, ONTARIO LABOUR RELATIONS BOARD**
- 1991 to 2000 **ASSOCIATE AND PARTNER, HICKS MORLEY HAMILTON**

Advised and represented employers in labour and employment law matters including: rights/interest arbitrations, collective bargaining, coroner's inquests, occupational health and safety prosecutions, workplace safety and insurance board/appeals, wrongful dismissal litigation and human rights complaints

TRAINING, TEACHING AND OTHER ACHIEVEMENTS

- 2004 **CHAIR, ADVOCATES' SOCIETY, ADMINISTRATIVE TRIBUNAL SKILLS CERTIFICATE PROGRAM**
- 2004 **ARBITRATOR, MATTHEWS DINSDALE LABOUR LAW MOOT FOR CANADIAN LAW STUDENTS**
- 2002- 2003 **FACULTY, ADVOCATES' SOCIETY, "ADVOCACY BEFORE ADMINISTRATIVE TRIBUNALS"**

- 2003 FACULTY, ADVOCATES' SOCIETY, " ADMINISTRATIVE TRIBUNALS – OPENING AND CLOSING ARGUMENTS"
- 2002 INSTRUCTOR, INTRODUCTION TO LAW, GOLF MANAGEMENT INSTITUTE OF CANADA
- 2001, 2003 GUEST MEDIATOR, ADVOCATES' SOCIETY, "ADVOCACY IN MEDIATION"
- 2001 INSTRUCTOR, SENECA COLLEGE, "EMPLOYMENT LAW FOR H.R. MANAGERS"
- 1998-9 INSTRUCTOR, INTENSIVE TRIAL ADVOCACY WORKSHOP, OSGOODE HALL
- MEMBER, ONTARIO LABOUR MANAGEMENT ARBITRATORS' ASSOCIATION
- MEMBER, EXECUTIVE COMMITTEE, ONTARIO BAR ASSOCIATION, LABOUR SECTION, EDITOR OF NEWSLETTER

EDUCATION

- 1991 CALLED TO THE BAR OF THE PROVINCE OF ONTARIO
- 1989 BACHELOR OF LAWS, UNIVERSITY OF WESTERN ONTARIO
- 1986 BACHELOR OF ARTS (POLITICAL SCIENCE), UNIVERSITY OF WESTERN ONTARIO