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PROFESSIONAL PROFILE

Driven, conscientious and innovative Honours **Law Graduate, Mediator and Arbitrator**, with a strong critical thinking and decision making skills. Over 30 years experience across a very broad range of environments and settings, including a dynamic 18-year military career serving across the full spectrum of operations from peacekeeping support to high intensity combat operations; from the tactical to the strategic and political levels. As a **Labour Leader**, and **Union Representative** put Law degree to use, gaining valuable experience in labour relations, legislative and policy interpretation and leadership experience while demonstrating a strong commitment to the **Union Ethos and Values**.

Labour Relations/Law	Written & Verbal Communication	Negotiation/Mediation
Mental Health First Aider	Policy Creation & Interpretation	Conflict & Dispute Resolution
Arbitration	Investigations	Leadership & Advocacy

RELEVANT ACCOMPLISHMENTS

- As an the Elected Chair of the Grievance Department at IATSE Local 891, took on a leading **Labour Relations** role, providing leadership to over 1500 workers, updating multiple outdated procedures producing high quality analyses/legal correspondence while, at the same time, actively pursuing self-directed training/education by attending academic Labour Relations courses and proactively keeping abreast of developments in labour and employment law.
- Joined the military after completing Grade 10; despite this limitation, developed sufficient academic, analytical and communication skills to receive **Honours Law Degree** from Open University, UK. *This degree had to be completed within 6 years and was achieved while working full-time, at the same time as various challenges were also in play: career change, immigrating to Canada and starting a family.*
- Trained as and volunteered in Mentor role for UK young offenders with limited academic/literacy skills, which enhanced ability to anticipate and recognize triggers for offending behaviour, leading to wider applications in the workplace and beyond.

PROFESSIONAL EXPERIENCE

UNION REPRESENTATION ~ LABOUR RELATIONS ~ LAW

Represent workers as a Shop Steward, elected Executive Committee Member and Member of the Collective Bargaining Committee. Provide accurate and empathetic communication to members. Trained in Arbitration, Anti-Bullying and Harassment, and Mental Health First Aid.

- ❖ Inherited a Department of over 1000 members and 500 auxiliaries that had been without an active leader for over 3 years and initiated a program of building and repairing relationships to build trust, improve union engagement and to provide visible leadership during unprecedented times of challenge for organized labour.
- ❖ Took leading Labour Relations roles, using legal knowledge to advise and lead workers to resolve issues before they escalated.
 - Successfully negotiated two collective agreements at times of significant labour instability.
 - Used excellent written communications skills to keep workers informed.

- ❖ Highly respected member of IATSE Local 891's Executive Committee with experience working with the Executive Board and the Local's support staff and employees.
- ❖ Detailed and in depth understanding of the needs and desires of organized workers in diverse industries and the ability to empathize with them.
- ❖ Followed developments in Labour Relations reading many collective agreements and identifying recurring and common issues present in recent collective bargaining such as differential pay.
- ❖ As a Shop Steward took on a visible role of advocating for bargaining unit members and other workers and identified as a strong and supportive ally of underrepresented groups.
- ❖ Proactive member of the Joint Health and Safety Committee.
- ❖ Strong investigation skills including interviewing, and collecting evidence.
- ❖ Able to assist individuals in distress and to advocate for them.
- ❖ Excellent knowledge of progressive discipline including discharge cases
- ❖ In military disciplinary situations, advised and represented individuals preparing for hearings. Researched related police reports and interviewed accused members to cross reference.
- ❖ Through self-directed study, developed in depth knowledge of all relevant Labour Relations and Employment Law Legislation including all Provincial and Federal Acts, Codes and Regulations.

INSTRUCTION ~ MENTORING ~ COMMUNICATION

- ❖ Instructed courses in different disciplines ranging from military Leadership and Professional Development, to Technical Training for Grip and Rigging Grip Technicians.
- ❖ Authored highly acclaimed Department Guides for IATSE Local 891 Grip Department Members.
- ❖ As Technical and Leadership instructor in multiple roles, often called upon to create/deliver training modules and teaching aids, create and mark exams, assess student progress, grade papers and projects.
- ❖ Outstanding communication skills including verbal, written, and listening and able to communicate with people from different backgrounds and levels of education including using telephones, video conferencing, and in person.
- ❖ Produce regular newsletter for Union Members with diverse backgrounds and levels of understanding including the neurodiverse covering relevant topics such as Labour issues and training opportunities.
- ❖ Excellent understanding of communication strategies and methods including layout, graphic design, reprographic principles, and photography.
- ❖ Highly developed case management skills and able to manage a high workload and balance competing priorities through strong project management skills.
- ❖ Strong public speaker with experience of addressing large audiences of over 500 people, Government Ministers and senior officials and of presenting evidence to tribunals and hearings.
- ❖ Ability to work with little or no supervision while exercising sound judgement, discretion and pragmatic decision making.
- ❖ Developed numerous workers over the years using positive reinforcement and encouragement to move beyond their comfort zones which proved highly successful in developing their confidence and competence.

FILM ~ TELEVISION ~ CREATIVE

- ❖ On joining the Creative Industry received rapid advancement to 2nd Grip and recognition for strong technical and problem solving abilities
 - ❖ Built positive and productive professional relationships across all levels of the industry including Producers, Production Managers, Directors, Performers, Department Heads and Technicians
 - ❖ Dedicated and committed member of the Film Industry with a strong desire for its ongoing success in British Columbia and the Yukon.
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WORK HISTORY

Health & Safety Standing Committee Member - BC Federation of Labour (2024 to present)

Structure and Governance Committee Member - BC Federation of Labour (2022 to 2024)

Grip Department Chair / Union Representative - IATSE Local 891 (2019 to Present)

2nd Grip / Grip Technician / Rigging Grip– BC Film and Television Industry (2016 – Present)

Independent Business Consultant – Vancouver, BC (2014-2016)

Operations Manager – Security Industry (2012-2014)

Ground Search & Rescue Technician – Ridge Meadows Search & Rescue (2010 – 2011)

Operations Manager (Vancouver) – Anixter Canada, Vancouver, BC (2006 – 2011)

Military – Soldier / Instructor (1988 – 2006)

EDUCATION ~ TRAINING

The Open University, UK

- Bachelor of Laws (Honours) (LLB (Hon's) (2009)
- Diploma in English Law (Dip Eng Law) (2006)

British Columbia Institute of Technology

- Labour Relations 1 (2009)
- Labour Relations 2 (2010)
- Employment Law (2024)
- Business Law (2024)

Canadian Labour Congress (Winter School)

- Labour Arbitration Level 1 (2024)

BC Federation of Labour

- Mental Health First Aid (2023)

IATSE Local 891

- Shop Steward Training (2022)

ActSafe

- Be More than a Bystander (2023)
- Accident and Incident Investigation (2023)
- Anti Bullying and Harassment (2023)
- Occupational First Aid Level 1 (OFA1) (2023)

Justice Institute of British Columbia

- Ground Search and Rescue (2011)
- Foundations of Collaborative Conflict Resolution (2024)
- Negotiation Fundamentals (2024)
- Mediation Fundamentals (2024)

Alternative Dispute Resolution Institute of BC

- Qualified Arbitrator Course (2024)
- National Introductory Course in Mediation (2024)