



**BARRY FISHER**  
ARBITRATION & MEDIATION

## Professional Resume

### **AWARDS:**

Ontario Bar Association 2011 Award of Excellence in Alternative Dispute Resolution

### **EDUCATION:**

B.A., University of Toronto (1976)

LL.B., Osgoode Hall Law School (1977)

Called to Ontario Bar (1979)

Certificate in Fundamentals of Mediation from The Mediation Academy (1996)

Advanced Mediation Certificate from Harvard Law School (1996)

Advanced Mediation Workshop from ADR Associates, Linda Singer & Michael Lewis, Washington D.C (1997)

Mediation Skills Workshop (Kathleen Kelly and Carol Albert) 1997

### **PROFESSIONAL MEMBERSHIPS:**

Ontario Labour - Management Arbitrators' Association

Arbitration and Mediation Institute of Canada Inc.

Association for Conflict Resolution (ACR)

Canadian Bar Association Ontario (ADR Section , Labour & Employment Section)

Law Society of Upper Canada

Advocates Society ADR Committee

Council of Ontario Government Dispute Resolvers

Canadian Foundation for Dispute Resolution

**TEACHING and TRAINING EXPERIENCE:**

Mediator for the Canadian National Mediation Advocacy Competition, Toronto, 2008.

Coach for Lawyer as Negotiator, Osgoode Hall Law School , Toronto, 2006, 200 , 2008.  
and 2009.

Facilitator for the American Bar Association Section of Dispute Resolution, Fifth Annual Dispute Resolution Program, Advanced Mediation and Advocacy Skills Training , held in Toronto, Ontario , October 19-21, 2006

Instructor for Family Arbitration for Non-Lawyers, held in Toronto on November 25, 2006

Co-organiser, Speaker and Coach at “Negotiation and Mediation in the Employment Industry”, a two day course sponsored by Osgoode Hall Law School of York University, December 1 & 2, 1998

Instructor in Certificate Program in Conflict Management, Institute of Peace and Conflict Studies, Conrad Grebel University College, University of Waterloo.

Coach for “Advanced Mediation – Putting it all Together” as part of a 21 hour course on mediation by Co-operative Solutions (Toronto)

Coach for “Applied ADR Workshop” as part of a course on advanced mediation by Stitt Feld Handy Houston ADR Inc.

Seminar Leader and Organizer for “Mediation for the HR Professional”, Human Resources Professional Association, April 30, 1998

**POSITIONS HELD:**

- Current Chair of the Ontario Bar Association, ADR Section.

- Chair of Sub-Committee on Summary Judgement , OBA Taskforce on Wrongful Dismissal, Submissions to the Honourable Warren K. Winkler, Chief Justice of Ontario, April 30, 2009
- Member of Executive, Labour & Employment Section, Ontario Bar Association
- Off-roster Mediator for the Ontario Mandatory Mediation Program (Toronto)
- Private Arbitrator and Mediator in labour relations and employment law matters
- Mediator & Arbitrator for OPSEU and Management Board of Cabinet in 1996 Civil Service strike
- Part-time Vice Chairperson of the Ontario Public Service Grievance Settlement Board since 1987
- Mediator for the Fee Dispute Mediation Service of the Canadian Bar Association - Ontario
- Appointed as a Mediator under section 9 (2) of the Crown Employees Collective Bargaining Act
- Appointed as an Arbitrator under the Ontario Labour Relations Act
- Interest Arbitrator under the Hospitals Labour Disputes Arbitration Act
- Arbitrator under the Ontario Police Arbitration Commission
- Appointed by the Chief Justice of the Ontario Court (General Division) as a Member of the Pilot Project User Committee for the Ontario Court (General Division) Alternate Dispute Resolution Centre
- Member of the ADR Committee of The Advocates Society

**PROFESSIONAL DESIGNATION:**

Off-roster Mediator for the Ontario Mandatory Mediation Program (Toronto)

Certified by the Law Society of Upper Canada as a Specialist in Civil Litigation ( previous designation)

Referred to as a "Leading Practitioner in Employment Law" by Lexpert, The Canadian Legal Directory ([www.lexpert.ca](http://www.lexpert.ca))

---

Referred to as a leading ADR provider in Best Lawyers in Canada, 2008 to 2011  
([www.BestLawyers.com](http://www.BestLawyers.com))

Referred to as a top employment lawyer by Canadian HR Reporter in the 2009 Canada's Employment Lawyers Directory

**PUBLICATIONS, DATABASES AND SEMINARS:**

Wrongful Dismissal Database - A computerized database of over 3000 reported wrongful dismissal cases dealing with the issue of reasonable notice published by Thomson Carswell found at [www.wrongfuldismissaldatabase.com](http://www.wrongfuldismissaldatabase.com)

Co-Chair, The 12<sup>th</sup> Annual Employment Law Summit  
Law Society of Upper Canada, Toronto, October 27, 2010

Mediating Wrongful Dismissal Actions: Tips for Masters  
Masters Association of Ontario Fall Conference  
September 23, 2011  
St. Mary's , Ontario

Co-Chair, The 11<sup>th</sup> Annual Employment Law Summit  
Law Society of Upper Canada, Toronto, October 28, 2010

How to Use Mediation Effectively  
Labour and Employment Client Conference 2010  
McCarthy Tetrault LLP  
October 15, 2010., Toronto

Evaluative Mediation- Doing it Right  
ADR Institute of Ontario Employment Law Section  
November 10, 2010

When the File is Headed to Litigation: Choosing Among Dispute Resolution Options and Strategies  
The Intensive Short Course: Employment Contracts and Employee Terminations  
Osgoode Professional Development  
September 14 and 15, 2010, Toronto

Co-Chair, The Labour and Employment “Super Panel”: What are the Emerging Trends, Key Issues and Practice Insights You Should Know  
Ontario Bar Association, Labour and Employment Law Section  
June 2, 2010, Toronto

Building Successful Client Relationships  
Ontario Bar Association and ADR Institute of Ontario  
June 1, 2010, Toronto

The Fundamentals of Family Arbitration  
Riverdale Mediation  
May 20 and 21, 2010, Toronto

Employment Terminations: Best Practices  
Osgoode Professional Development  
April 27, 2010, Toronto

Why Litigate? Let’s Negotiate: A Mediation Guide  
Managing Mental Health in the Workplace  
The Canadian Institute  
April 15 and 16, 2010 , Toronto

Dynamite Mediation Briefs and Minutes of Settlement in Wrongful Dismissal Mediations  
10<sup>th</sup> Annual Employment Law Summit  
Law Society of Upper Canada  
October 29, 2009, Toronto

What We Like and Don’t Like about Mediations: A Provocative Discussion between Employment Lawyers and Mediators  
Ontario Bar Association: Labour and Employment Law Section  
October 27, 2009, Toronto

Senior Practitioners Panel  
HR Law Conference  
Human Resource Professional Association  
October, 28, 2009, Toronto

Expanding the Use of Summary Judgement in Wrongful Dismissal Actions  
Ontario Bar Association Taskforce on Wrongful Dismissal, Subcommittee on Summary Judgement

Submissions to The Honourable Warren Winkler, Chief Justice of Ontario , April 30, 2009

Workshop on Terminations Without Cause. What are your Options

Employment Law 2009

Osgoode Hall Law School Professional Development CLE

April 29, 2009, Toronto, Ontario

Taking Your ADR Skills to the Next Level: Best Practices for Adjudicators in Mediation and Arbitration

Process Fairness: The Adjudicators Guide to Manage and Conduct Hearings

Incisive Media Canada Inc

March 30-31, 2009, Ottawa, Ontario

Apply Natural Justice Theory to the Realities of the Adjudicative Practice

Running A Fair Hearing

The Canadian Institute

January 31, 2009, Ottawa, Ontario

Employment Law for Corporate Counsel

Third Annual In-House Counsel Forum

Incisive Media Canada Inc

February 26-27, 2009, Toronto

Radical Changes at the Ontario Human Rights Tribunal:

Advanced Institute on Employment Law

The Canadian Institute, October 16, 2008, Toronto

A New & Improved Theory of Reasonable Notice for Wrongful Dismissal Cases after Honda Canada Ltd. v Keays

The Six Minute Employment Lawyer 2008

Law Society of Upper Canada, June 12, 2008

Also part of a report entitled "Ontario Bar Association Taskforce on Wrongful Dismissal, Subcommittee on Summary Judgement"

Submissions to The Honourable Warren Winkler, Chief Justice of Ontario , April 30, 2009

Employment Litigation under Bill 107

Representing Clients in Ontario's New Human Rights System

Law Society of Upper Canada and the Ontario Bar Association

Toronto, June 11, 2008

Careers in ADR: Employment and Labour  
Osgoode Hall Law School, Toronto, February 18, 2009

Why Some Mediations Succeed and Other Fail  
Non-Culpable and Culpable Employee Terminations  
Insight Information, Toronto, May 27, 2008

Workshop on Best Practices in Employment Terminations  
Osgoode Hall Law School Professional Development CLE  
Toronto, Ontario April 29, 2008 and April 29, 2009

Med-Arb, the New Frontier  
7th Annual Employment Law Summit  
Law Society of Upper Canada, November 24, 2006

Best Practices for Mediating Terminations  
9th Annual Employment Terminations Best Practices  
September 29, 2006 , Toronto  
Federated Press

Breaking Impasse in Mediation  
5<sup>th</sup> Annual Advanced Mediation and Advocacy Skills Training  
American Bar Association, Dispute Resolution Section  
Toronto, Ontario October 19 and 20, 2006

What Changes to the Human Rights Tribunal Mean in Practice ?  
6<sup>th</sup> Advanced Forum on Employment Law  
Canadian Institute , October 18 and 19, 2006

- "Notice Period - What the Numbers Tell Us"  
9th Annual Six-Minute Employment Lawyer  
The Law Society of Upper Canada, June 1, 2006

The Advanced Roundtable in Employment Law  
The Law Society of Upper Canada  
Continuing Legal Education, March 1, 2006

- Wrongful Dismissal after *Honda*: the Stakes Have Gone Up  
5th Annual Advanced Forum on Employment Law  
The Canadian Institute, October 18-19, 2005

- Addiction, Accommodation and Discipline: An Arbitrator's Perspective  
3rd Annual Six-Minute Labour Lawyer  
The Law Society of Upper Canada, June 2, 2005
  
- Arbitration and Mediation of Employment Law Disputes: What are the Pros and Cons?  
INFONEX - Key Information and Practical Advice on HR Law  
How to Maintain Consistent Employment Practices and Avoid Litigation  
March 30 and 31, 2005
  
- Toronto Region Practice Direction Re: Civil Case Management  
What Mediators Need to Know  
Ontario Bar Association - Alternative Dispute Resolution  
Volume 13, No. 2, February, 2005
  
- Litigating Wrongful Dismissal Cases under the New Practice Direction  
Ontario Bar Association - Alternative Dispute Resolution  
February 8, 2005
  
- Mental Health Issues in Family Law - Family  
What Every Family Lawyer Needs to Know for 2005  
Ontario Bar Association, Institute 2005 of Continuing Legal Education,  
February 3, 2005
  
- Fact Situation for Mediating Complex Investigations -  
Privacy Rights & Effective Workplace Investigations,  
Insight Information Co., January 27-28, 2005, Toronto
  
- Employment Mediation: The Nightmare Case  
Fifth Annual Employment Law Summit  
Continuing Legal Education, The Law Society of Upper Canada  
November 26, 2004
  
- Critical Issues in the Law of Wrongful Dismissal  
4th Annual Advanced Form on Employment Law  
The Canadian Institute, November 2 and 3, 2004
  
- The Use of MedArb as a Dispute Resolution Technique for Labour and Employment Law Cases  
11th Annual HRPAAO - HR Law Conference, October 19, 2004

- Employment Law Mediations  
Ontario Bar Association, Alternative Dispute Resolution  
June 8, 2004
  
- A Judge, A Mediator and Two Lawyers on a Panel..."  
7th Annual Six-Minute Employment Lawyer  
The Law Society of Upper Canada, June 1, 2004
  
- Rule 24.1 - Keep It Confidential!  
Ontario Bar Association - ADR Section Meeting  
May 11, 2004
  
- Employee Terminations - All the legal information, advice and strategic know-how you require to manage dismissals.  
Insight Information Co., March 31- April 1, 2004, Ottawa
  
- Overcoming Obstacles in Mediation  
Ontario Bar Association - ADR Section Meeting  
December 8, 2003
  
- Employment Mediation: How to Win from Both Sides  
Fourth Annual Employment Law Forum  
Continuing Legal Education  
The Law Society of Upper Canada, December 5, 2003
  
- Structuring Settlements on Termination of Employment  
Lancaster House Labour Arbitration Conference  
November 22, 2003
  
- The Seventh Annual Labour Arbitration Conference  
Lancaster House, November 21, 2003
  
- The Ninth Annual Ontario Labour Law Review  
Centre For Labour-Management Development  
November 20, 2003, Toronto
  
- The HR Journey: Building Our Community  
2003 HR Symposium, November 19, 2003
  
- The Excellent Award

The Ontario Labour Management Arbitrators' Association  
November 19, 2003

- Ten Topics That Frequently Arise at Wrongful Dismissal Mediations  
10th Annual HRPAO - HR Law Conference  
October 21, 2003
- Real Leasing - Strategies, Issues, Trends & Practices in Office,  
Retail and Industrial Leasing  
Canadian Institute of Public & Private Real Estate Companies  
and York Communications, September 23, 2003
- The Effective Use of Caucus In a Mediation  
Ontario Bar Association, Alternative Dispute Resolution, ADR Practice  
Talks. June 11, 2003
- Gladiator or Facilitator?  
Ontario Bar Association, Alternative Dispute Resolution, Family Law, Trusts  
& Estates. April 22, 2003
- When and How to Fight – When to Settle: Preparing for Mandatory Mediation  
Employee Terminations – All the legal information, advice and strategic know-how  
you require to manage dismissals.  
Insight Information Co., April 9-10, 2003
- The Duty to Accommodate: Employers, Employees & Workplace Human Rights  
Butterworths Seminar Series, March 31, 2003
- Effective Mediations, Arbitrations and Pre-trial Conferences  
Ministry of the Attorney General-Education Committee Seminar  
Crown Law Office-Civil and Constitutional Law Branch  
March 28, 2003
- Preparing An Effective Mediation Brief  
Ontario Bar Association, Alternative Dispute Resolution Section  
January 22, 2003
- Ontario Labour and Employment Law Roundup  
The Eighth Annual Ontario Labour Law Review  
Centre for Labour-Management Development, November 19 & 20, 2002

- 
- Closing the Deal at Mediation  
Ontario Bar Association, Alternative Dispute Resolution Section  
November 27, 2002
  - Mediation TIPS – Why Some Mediations Succeed and Others Fail  
The Human Resources Professionals Association of Ontario  
October 15, 2002
  - OMMP and You  
Ontario Bar Association, Alternative Dispute Resolution Section  
June 10, 2002
  - A judge, a mediator and two lawyers were on a panel...  
Fifth Annual Six-Minute Employment Lawyer  
The Law Society of Upper Canada, May 27, 2002
  - Employment Law Mediations – Some Helpful Pointers 2002 Edition  
Employee Terminations – All the legal information, advice and strategic know-how  
you require to manage dismissals. Insight Information Co., April 11-12, 2002
  - Who Should Go? Who Should Stay? A Framework for Decision-Making  
Workforce Restructuring 2002
  - Managing the Human, Financial, Legal and Organizational Challenges  
The Canadian Institute, February 28 & March 1, 2002
  - Successfully Using Mediation for Wrongful Dismissal Cases  
Conduct of the Wrongful Dismissal File. Continuing Legal Education,  
The Law Society of Upper Canada, February 15, 2002
  - Med/Arb - What It Is and How It Works  
Ontario Bar Association, Alternative Dispute Resolution Section  
January 14, 2002
  - Posting, Wages, Records and Terminations. Employment Standards Act, 2000  
Ontario Employment Standards Act Update Seminar  
Lorman Education Services, December 7, 2001
  - Understanding the Human Resources Professional: A Guide for Lawyers  
Second Annual Employment Forum  
The Law Society of Upper Canada, December 6, 2001

Disability & Termination of Employment: A Panel Discussion.

Ontario Bar Association, Pensions and Benefits/Labour Relations Sections  
December 4, 2001

- Mediation of Employment Disputes  
8<sup>th</sup> Annual HRPAO Fall Conference,  
October 16, 2001 Toronto

The Use of Mediation in Employment Disputes: Tips, Traps and Techniques  
The Mediator's Perspective

The Canadian Institute – June 11 and 12, 2001

- Terminations, Wages, Records, Postings  
The Fourth Annual Six-Minute Employment Lawyer  
The Law Society of Upper Canada, May 14, 2001
- Employment Law Mediations – Some Helpful Pointers – ADR The All-terrain Vehicle:  
Mediation in Different Legal Environments  
Canadian Bar Association Ontario, Institute 2001, February 1, 2001
- Impact on ADR / Settlement Process  
Privacy Law Primer #3 for Counsel, The Impact of Privacy Laws on Civil Litigation  
Canadian Bar Association – Ontario, Privacy Law Section, January 18, 2001
- Arbitration Top Ten: What Works, What Doesn't  
Insight from Counsel and Neutrals  
Canadian Bar Association – Ontario, Labour Relations Section, October 17, 2000
- Non-Competition and Non-Solicitation Contract Precedents  
The Second Annual Six-Minute Employment Lawyer  
The Law Society of Upper Canada, April 29, 1999
- Arbitrating Illness and Disability Claims  
Illness & Disability Claims in the Workplace, December 9 and 10, 1998  
Centre for Labour-Management Development

- 
- The Wallace Factor. An Analysis of the Effect of the Bad Faith Dismissal Doctrine on Reasonable Notice Periods in Wrongful Dismissal Actions.  
The Canadian Employment Law Super Congress, October 21-22, 1998  
Canada Law Book
  
  - Leading Trends in Employment Law in 1998  
Operation Update 98, September 25, 1998  
Canadian Bar Association-Ontario
  
  - Deductibility of Disability Payments During the Notice Period: Sylvester v British Columbia  
Canadian Bar Association-Ontario, Civil Litigation Section, May 12, 1998
  
  - The Calculation of Overtime under the Employment Standards Act of Ontario  
Old Themes, New Decisions: An Employment Standards Update  
Law Society of Upper Canada, June 2, 1998
  
  - Termination / Severance Pay, Service Outside Ontario - Is it Recognised?  
Old Themes, New Decisions: An Employment Standards Update  
Law Society of Upper Canada, June 2, 1998
  
  - Measuring the Rule of Thumb in Wrongful Dismissal Cases  
31 Canadian Cases on Employment Law 311
  
  - How to Present an Effective Arbitration Case: An Arbitrator's Viewpoint  
Managing in a Unionised Environment  
Insight Information Inc. April 6, 1998, Toronto
  
  - Model Arbitration Agreement for Civil Actions in Ontario  
Alternative Dispute Resolution Manual, CCH, Toronto
  
  - Alternative Dispute Resolution: Resolving your Dispute out of Court  
Limiting Employers' Exposure to Workplace Liability  
Insight Information Inc. March 5, 1997
  
  - Choosing the Appropriate Candidate for Downsizing: Legal Pitfalls of Dismissing the Wrong Employee  
Telemedicine Canada, December 9, 1997
  
  - Mediation of Employment and Labour Law Disputes  
Telemedicine Canada, February 18, 1997

- Mediation in the HR World  
Essentials of Employment Law for HR Managers – September 11, 1997  
Insight Press
- How to Represent your Clients in Mediations and Arbitrations  
Co-Chair, 1997 Institute of Continuing Legal Education, ADR Section  
Canadian Bar Association – Ontario February 1, 1997
- Mediation & ADR in the Employment Law Setting  
Spectrum Seminars, Employment Law: New Developments and Practical  
Tips, November 6, 1996
- The HR Manager’s Guide to Employment-Related Legal Proceedings  
Seminar for The Canadian Institute on “How to achieve the best results  
possible for your organisation” - August 20, 1996
- Building and Advocating Canada Labour Code Cases  
LSUC Seminar “Employment Tribunals”, June 14, 1996.
- Creative Team Negotiations and Win-Win Conflict Management Strategies  
Seminar for Institute of Leadership Excellence on “Developing Strategic  
Team Leadership and Management Skills in Health Care Sector” - Toronto,  
May 2 and 3, 1996.
- Interest Arbitrations After Bill 26  
Bargaining and Negotiating  
The Canadian Institute, March 27 & 28, 1996
- Problems in the Mediation of Employment and Labour Disputes  
Labour and Employee Relations for Federally Regulated Employers  
The Canadian Institute, November 29 & 30, 1995
- Mediation War Stories:  
Moderator - Seminar Canadian Bar Association, ADR Section,  
November 22, 1995
- The Power of the Arbitrator: A Round Table Discussion  
Moderator - Seminar on Employment Standards  
The Canadian Institute - Toronto - April 10 and 11, 1995

- 
- Is Occupation Still a Relevant Factor in Determining Notice Periods in Wrongful Dismissal Cases? A Case Comment on Cronk v. Canadian General Insurance Company  
6 Canadian Cases on Employment Law (2d) 29
  
  - Terminating the Ill or Disabled Employee under the Common Law and the Employment Standards Act  
Co-authored with Janice Rubin  
Insight Publications – January 20, 1994
  
  - Employment Contracts for Transferring Employees between Canada and the US  
The Canadian Institute - October 28 and 29, 1993
  
  - A Practical Guide to Evaluating Just Cause Terminations  
Canadian Bar Association - Ontario, A Practical Guide to Employee Terminations - June 7, 1993
  
  - An Arbitrator's View of Discipline Cases - How Employers Can Improve their Chance at a Discipline Arbitration  
The Canadian Institute - April 1, 1993
  
  - Arbitrating a Wrongful Dismissal Action  
Canadian Bar Association - Ontario, Alternative Disputes Resolution Section – September 23, 1992
  
  - Drafting the Termination Letter - A Checklist  
Canadian Bar Association - Ontario, Update on Employment Law - September 25, 1992
  
  - Packaging and Litigating Wrongful Dismissals  
The Canadian Institute - Co-chairman - March 10, 1992
  
  - Current Issues in the Assessment of Reasonable Notice Periods  
The Canadian Institute - Hiring and Firing - October 23 and 24, 1991  
Work, Unemployment and Justice, Canadian Institute for the Administration of Justice - October 16 - 19, 1991
  
  - Hot Calls About Employment Law  
Canadian Bar Association - Ontario - October 2, 1991
  
  - Conduct of a Wrongful Dismissal Action  
Canadian Institute - August 19, 1991
  
  - Documenting the Successful Dismissal  
Employee Termination - Avoiding Wrongful Dismissal Insight Educational Services - January 24, 1991

- 
- Notice Periods - Trends in a Troubled Economy  
Working It Out: A Practical Guide to Hiring and Firing  
Canadian Bar Association - Ontario - December 1, 1990
  
  - Computerised Analysis of Notice Periods - 1990 Update:  
Rightful Dismissal and Wrongful Hiring  
Canadian Institute - June 11, 1990
  
  - Advising the Terminated Manager about the Employer's Proposed Severance Package  
Avoiding Expensive Litigation Series  
Canadian Bar Association - Ontario - May 8, 1990
  
  - Legal Issues Pertaining to the Chronically Ill Employee:  
Employee Relations IV - Proactive Strategies for Altered Employee Demands  
The Canadian Institute - February 20, 1989
  
  - Screening Job Applicants - Some Legal Pitfalls under the Ontario Human Rights Code  
Hiring and Firing - What Every Employer Needs To Know  
Canadian Institute September 19, 1989
  
  - Contractual Arrangements Regarding Termination:  
Employee Termination Strategies for Reaching Successful Dismissal  
Insight Educational Services - November 29, 1989
  
  - Pre-termination Advice for the Employee:  
Practical Aspects in a Wrongful Dismissal Action  
Canadian Bar Association - Ontario - June 10, 1989
  
  - A Computerised Analysis of Notice Periods in Wrongful Dismissal Actions  
Canadian Bar Association - Ontario  
1988 Annual Institute on Continuing Legal Education  
Employment Law Section
  
  - New Issues in Wrongful Dismissal and Employment Law  
Law Society of Upper Canada - Ottawa - January 1989
  
  - Valuation of Fringe Benefits  
Canadian Bar Association - Ontario  
Continuing Legal Education Seminar on Basic Employment Law (1986)
  
  - Nuts & Bolts - Facts, Records, Transcripts and Exhibits for Motion, Trial and Appeals  
Canadian Bar Association - Ontario  
1985 Annual Institute on Continuing Legal Education  
Civil Litigation Section

- 
- Reducing the Cost of Employee Terminations  
C.A. Magazine - June 1983
  - The Legal Implications of Being Fired  
Ontario Technologist - November/December 1982

**REPORTED ARBITRATION DECISIONS:**

Re - I.W.A. Council Local 1-500 v. Smurfit-MBI (2005), 136 L.A.C. (4th) 331  
(Ontario Health Tax Premiums)

Re - Regional Municipality of York Police Services Board and Regional Municipality of York Police Association (1997)  
62 L.A.C. (4<sup>th</sup>) 70  
(Promotion)

Re - The Crown in right of Ontario (Ministry of Citizenship) and Ontario Public Service Employees' Union (Grinius) Supplementary award (1995)  
48 L.A.C. (4th) 345 , 21 C.C.E.L. (2d) 291  
(Supplementary Award concerning gross up for income tax on damage awards)

Re - Municipality of Metropolitan Toronto and Canadian Union of Public Employees, Local 79 (Lekousheff) Final award (1995)  
46 L.A.C. (4th) 110  
(Discrimination - handicap - level playing field)

Re - Municipality of Metropolitan Toronto and Canadian Union of Public Employees, Local 79 (Lekousheff) (1994) Interim Award  
35 L.A.C. (4th) 357  
(Arbitrability - employment-related statutes; seniority - application)

Re - Ontario Jockey Club and Service Employees International Union, Local 204 (1993)  
31 L.A.C. (4th) 239  
(Bereavement leave)

Re - Five Counties Children's Centre and Ontario Public Service Employees Union (1993)  
L.A.C. (4th) 216  
(Layoff - Pay Equity Act)

Re - York County Hospital Corp. and Service Employees International Union, Local 204 (1992)  
25 L.A.C. (4th) 189  
(Sick leave - medical certificates)



**BARRY FISHER**  
ARBITRATION & MEDIATION

---

*Re - Vernon Nursing Home Services Ltd. and United Food and Commercial Workers,*  
Local 175 (1990)  
15 L.A.C. (4th) 348  
(Entitlement to wages)

Last Updated: 07 December 2011